Research Product 90-04

Development of the Enlisted Panel Research Data Base

January 1990

Manpower and Personnel Policy Research Group
Manpower and Personnel Research Laboratory

U.S. Army Research Institute for the Behavioral and Social Sciences

U.S. ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES

A Field Operating Agency Under the Jurisdiction of the Deputy Chief of Staff for Personnel

EDGAR M. JOHNSON
Technical Director

JON W. BLADES
COL, IN
Commanding

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Fu Associates, Ltd.

Technical review by

Alan F. Drisko
David K. Horne

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Noznisky, Anne; Ramsey, Lori; and Younkman, Dianne D. (Fu Associates, Ltd.)

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A core data set of the Enlisted Panel Research Data Base (EPRDB) was constructed from annual data for 1974-1988. The data were transformed into consistent and reliable data variables for longitudinal analysis. The EPRDB contains both personal information and selected career history variables. It is comprised of two data sets: a 25 percent sample of accessions occurring in 1974-1984 and a 100 percent sample of accessions occurring in 1985-1988. The data sets are available in both character file and Statistical Analysis System (SAS) file format and are stored at the National Institutes of Health (NIH) computing facility.

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Development of the Enlisted Panel Research Data Base

Anne Noznisky, Lori Ramsey, and Dianne D. Younkman
Fu Associates, Ltd.

Manpower and Personnel Policy Research Group
Curtis L. Gilroy, Chief

Manpower and Personnel Research Laboratory
Zita M. Simutis, Acting Director

U.S. Army Research Institute for the Behavioral and Social Sciences
5001 Eisenhower Avenue, Alexandria, Virginia 22333-5600

Office, Deputy Chief of Staff for Personnel
Department of the Army

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Manpower, Personnel, and Training

FOREWORD

The Manpower and Personnel Research Laboratory (MPRL) at the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) conducts research regarding enlisted personnel. This research includes development of the following models for enlisted personnel: retention and attrition rates, promotion and career paths, economic and individual decision behavior, and assignment and development of the enlisted force.

To support this and other research, the Enlisted Panel Research Data Base (EPRDB) has been developed to provide comprehensive data concerning specific enlisted personnel demographics, training, and performance. It is an accurate and inclusive career file representing a 25 percent sample of all enlisted personnel who began active duty between fiscal years 1974 and 1984 and 100 percent of those individuals who began in fiscal years 1985 through 1988.

This report describes the procedures used to develop the EPRDB. Data sources include the fiscal year-end Defense and Manpower Data Center (DMDC) Master and Loss Files, Accession File, Army Classification Battery Composite Scores pertaining to accession, the Skills Qualifying Test (SQT) data from the SQT Directorate at Fort Eustis, VA, and the Enlisted Master File (EMF) from Personnel Command.

EDGAR M. JOHNSON
Technical Director

ACKNOWLEDGMENTS

There are a number of individuals who have extended themselves to provide this project with accurate data and information--the keystone of data base development. Although the longitudinal nature of the data base required the collection of data and information not frequently accessed, they addressed our needs in a professional and timely manner. The Enlisted Panel Research Data Base is a more valuable research resource because of the efforts of these individuals. Their assistance is greatly appreciated.

The Defense Manpower Data Center provided a significant amount of data to the project. We worked with several individuals to gather, process, and understand these data and found each of the individuals to be very responsive to our needs. In particular we wish to thank Michael Dove, Robert Hamilton, Helen Hagan, and Teri Cholar for all their efforts.

Additional data were supplied by Frances Grafton of the Army Research Institute for the Behavioral and Social Sciences and Winnie Young of the American Institutes for Research. Their assistance in the collection and proper use of the Skill Qualifying Test (SQT) data and the Enlisted Master File (EMF) data was invaluable. They also provided critical insight into the historical use of essential master file data variables that enabled the project team to better edit and utilize these data. We thank them for their untiring willingness to answer our many questions.

We would also like to thank Alan Drisko of the Army Research Institute for the Behavioral and Social Sciences for providing the project with information and material used to classify loss data for research use. He helped us understand some of the anachronisms found in career cycles as described by fiscal year-end master and loss file data.

DEVELOPMENT OF THE ENLISTED PANEL RESEARCH DATA

EXECUTIVE SUMMARY

Requirement:

To develop the core data set of the Enlisted Panel Research Data Base (EPRDB) from annual enlisted master files made consistent for longitudinal analysis conducted by the Manpower and Personnel Research Laboratory at the Army Research Institute for the Behavioral and Social Sciences (ARI).

Procedure:

Data base design and development procedures were created and executed to fulfill data requirements defined by ARI researchers. Through these procedures, annual data for 1974 through 1988 were transformed into a longitudinal series of data variables that were edited for consistency and integrity across the years, resulting in a useful and reliable research data base.

Findings:

The EPRDB contains both personal information and selected career history variables. The EPRDB is comprised of two data sets: a 25 percent sample of accessions occurring in 1974-1984 and a 100 percent sample of accessions occurring in 1985-1988. The data sets are available in both character file and Statistical Analysis System (SAS) file format and are stored at the National Institutes for Health (NIH) computing facility.

Utilization of Findings:

This document describes the procedures, decisions, problems, and results of the development of the EPRDB. It also documents the resulting data sets for research use. The EPRDB will support the development of various models for enlisted personnel, including retention and attrition rates, promotion and career paths, economic and individual decision behavior, and assignment and development of the enlisted force.

DEVELOPMENT OF THE ENLISTED PANEL RESEARCH DATA BASE

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DEVELOPMENT OF THE ENLISTED PANEL RESEARCH DATA BASE

BACKGROUND

The Enlisted Panel Research Data Base (EPRDB) was conceived by the Army Research Institute (ARI) to make available a longitudinal file of historical data describing U.S. Army enlisted personnel. The purpose of this file is to support current and future research efforts. It includes information for a 25% sample of those individuals who began their first tour of active duty in fiscal years 1974 through 1984. It also includes 100% of those individuals who entered active duty for the first time from fiscal years 1985 to 1988 inclusive.

Specific accession data variables, including composite score data from the Army Classification Battery Test (ACB), are captured for each individual. For each year of an individual's service, a subset of the Defense Manpower Data Center (DMDC) fiscal year end Master/Loss File is also included. To broaden the scope of information for each individual, Skill Qualifying Test (SQT) scores were kept beginning in 1980 and, as of fiscal year 1984, additional data were extracted from the Enlisted Master File (EMF).

The EPRDB Core Data Set is comprised of both personal information and selected career history variables. Among the data variables describing a soldier's personal history are date of birth, home of record, education level, marital status, and number of dependents. Career history is described by data variables such as entry into active duty for current tour, pay grade, composite and SQT scores, and military occupation specialty (MOS).

The EPRDB Core Data Set is designed to play an important role in research on the nature of enlisted personnel behavior. This research will support the formulation of policy that will attract and retain desirable individuals in the U.S. Army.

OBJECTIVE

The objective of this work was to develop an operational core data set for use by ARI from annual master files made consistent for longitudinal analysis. Using subsets of the DMDC, SQT, and EMF data files and associated documentation, the following tasks were established:

1. Verify the accuracy of the variables selected for incorporation into the EPRDB, within the bounds of available data, documentation, and logic.

2. Protect the privacy of individual records through the application of an encryption procedure which encodes the personnel identifying information found on the EPRDB Core Data Set.

3. Create a Statistical Analysis System (SAS) data set to support additional research on career behavior.

4. Develop detailed and accurate documentation describing all variables contained on the EPRDB Core Data Set.

PROCEDURES

Design and development procedures were created to construct the EPRDB Core Data Set with guidance from Dr. David K. Horne, the alternate contracting officer's representative (ACOR) at ARI. Through these procedures, the annual data were transformed into a longitudinal series of data variables which were edited for consistency and integrity across the years, resulting in a useful and reliable research data base.

1. Design the EPRDB Core Data Set
2. Identify the data elements to be retained
3. Validate and process the data
4. Merge selected data elements
5. Encrypt personal identifying information
6. Perform extractions for analytical purposes

Design the EPRDB Core Data Set

The EPRDB Core Data Set was designed to provide (1) a capability for research on enlisted personnel attrition and retention rates and (2) a data set structure which could be updated annually. The development of the EPRDB was planned as a two phase effort. The first phase would create a 25% sample of enlisted personnel primarily from Defense Manpower Data Center (DMDC) data for accessions from 1974 through 1984. The second phase would add to the 25% sample some supplemental data from outside sources to provide history after separation from active duty.

As the 25% sample was nearing completion, investigation of the available supplemental data proved to be of much more limited applicability than originally anticipated. The ACOR and other ARI researchers determined that there would be more research and policy interest in more recent master file data. The decision was made to acquire 100% of the DMDC accessions from 1985 through 1988 to provide an additional research capability for more current personnel. It was determined that this data base would be separate but would be constructed in the same manner as the 25% sample so that researchers could utilize them separately or merge data from each. The data from 1985 through 1988 were also used to augment the 25% sample with more current data for those individuals who were still active.

The EPRDB Core Data Set follows chronologically the longitudinal career path of enlisted personnel. Each record is of a fixed length and represents one individual in the sample. The information contained within a record includes initial accession data with composite test scores, secondary accession data when applicable, and fiscal year end career variables. These data, currently covering the 15 years from 1974 to 1988, are followed by 30 flags which denote presence or absence of annual master and loss records over the same period. Of these flags, 15 describe master file history, followed by 15 loss flags. The loss flags are coded to indicate no loss, normal separation, reenlistment, and early attrition based on loss file history. Occurring in the last position is a 31st flag which indicates presence or absence of a second accession. Figure 1 illustrates the record layout for the EPRDB Core Data Set.

EPRDB Core Data Set Record Layout

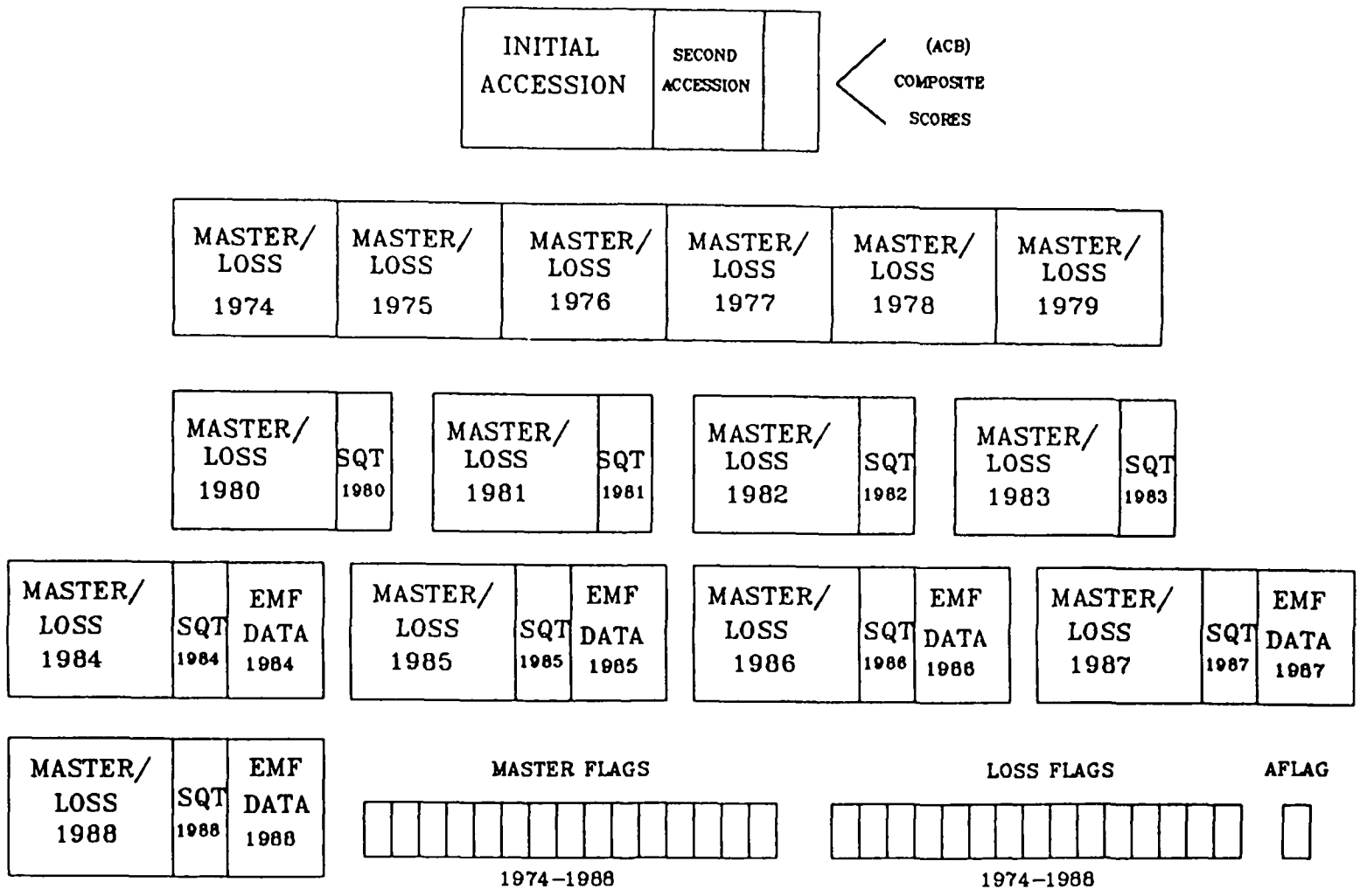


FIGURE 1.

Identify the Data Elements to Be Retained

The primary source files used to create the EPRDB Core Data Set were the accession/cohort files and master/loss files maintained by the Defense Manpower Data Center (DMDC) in Monterey, California. These data were augmented with SQT and EMF information already available at ARI. ARI requests the SQT data for use by the Manpower and Personnel Research Laboratory from the SQT Directorate at Fort Eustis, VA. The Enlisted Master File data are maintained by Personnel Command (PERSCOM) and quarterly EMF with a selected set of variables is sent to ARI as a special request for use by Project A - Building a Career Force.

The variables included in the EPRDB Core Data Set were chosen by the ACOR. Additional guidance was provided by Systems Research and Applications Corporation (SRA) which was conducting retention research under contract to ARI and would utilize the EPRDB for that research. The choice to include or exclude a particular data element depended on its perceived usefulness in understanding individual career decisions. The initial variable selection was later modified to eliminate redundant information or data variables which had a different operational use than originally understood. To assist in the final data variable selection, SAS frequency reports from source files were created and studied.

Appendixes A, B, and D contain the EPRDB data elements and descriptions provided by DMDC, Fort Eustis, VA, and PERSCOM. Appendix E outlines the corresponding flat file position for each of the variables in the EPRDB Core Data Set.

Validate and Process the Data

The data used to create the EPRDB were validated and processed separately by source. It was necessary to create a correspondence among annual master files over 15 years. Social security numbers (SSNs) were utilized to match and merge source data. Three separate master/loss record formats were encountered in this timeframe. To facilitate the use of the EPRDB for research purposes, any outdated values of data variables from earlier files were recoded to reflect the most recent documentation. Appendix C lists the specific data elements which have been recoded and describes the data transformation.

ARI had requested that DMDC perform the selection of the 25% sample from their original files of accessions from 1974 through 1984. They selected every fourth record from these files to create a sample set of individuals. They then matched the SSNs from the sample to each of the fiscal year end files to select master records for each year of enlisted active duty and loss records when applicable. DMDC created a merged file by sorting together all selected accession records with corresponding Army

Classification Battery (ACB) composite scores pertaining to the accession and master and loss records for 1974 through 1987. They included only the first 100 bytes of data from the accession, master, and loss files. This merged file was sorted by SSN, record type, and year. Record type indicated: 1 - accession file, 2 - master file, 3 - loss file, or 4 - composite scores.

It should be noted that some enlisted individuals have more than one accession and separation cycle. When DMDC performed the data selection for the 25% sample, they did not attempt to identify all accessions or selected SSNs. The process of selecting every fourth accession did uncover some secondary accessions but it is believed that some additional accessions for individuals in the 25% sample were not included. The master and loss data, however, were collected for each year since the match was performed for each sample SSN.

When the decision was made to create a 100% sample for accessions from 1985 through 1988, ARI requested that DMDC simply send copies of the accession, composite, master and loss files for each year. DMDC sent files which were complete for the number of individuals included on the file but contained only the first 100 characters of data as was sent for the 25% sample. Fu Associates performed the matching and merging of all files for the 100% sample. From the complete source file, it was possible to identify multiple accessions although very few occurred in this short timeframe. Since all data for 1988 was available, ARI decided to update the 25% sample with 1988 data for those individuals still on active duty. These data were extracted from the source files and added to the 25% sample.

The fiscal year end master and loss files contain only the last record available for each individual. Since the loss file contains records for both separations and record corrections, it is possible that in a small number of cases, a separation could have occurred in a given year but a record correction for a subsequent tour is the final record on the fiscal year end loss file. In this case, the separation information would not be included on the EPRDB.

The Skill Qualifying Test (SQT) data utilized by the EPRDB was obtained from ARI. The SQT data are maintained by the SQT Directorate at Fort Eustis, VA and sent to ARI on request. Over the course of EPRDB development, two sets of SQT data were received and applied to the EPRDB data sets. The first set of data contained scores for fiscal years 1980 through 1986. The second set of SQT data was made available only by calendar year for 1985 through 1988.

The final data source included in the EPRDB was the Enlisted Master File (EMF) maintained by Personnel Command. The EPRDB utilized a special quarterly subset of the EMF retained by ARI for Project A - Building a Career Force. This version of the EMF had been validated and converted to a Statistical Analysis System (SAS) file for research use. The desired data variables were selected from the ARI file stored on the National Institutes of Health (NIH) computing facility and processed for inclusion on the EPRDB.

General Editing. The DMDC master files contained both binary and character data in each record. All binary fields were converted to a character format. Using these character files, test programs and sample frequencies were run in order to ascertain the validity and reliability of the desired data elements. The most incomplete information encountered occurred in the earlier fiscal years, specifically 1974 and 1975. In addition, several data elements were found to contain codes which were not explained in the corresponding documentation. The unreliable data fields were ultimately excluded from the final core data set.

During the development of the initial EPRDB Core Data Set, it was discovered that not all the master and loss records received from DMDC were of the service type Army. This occurred when an individual in the study accessed into the Army and later served in another branch of the military. The master and loss records generated from service outside the Army were not used.

In cases where accession variables were found to be missing, some of the data were obtained from the DMDC master and loss records which carry some of the same data variables. Matching by Social Security number, data from seven accession fields were extracted from an individual's master/loss records. These data, if valid, were used to replace what had been missing from the original accession record. The seven fields chosen were home of record (state), date of birth, sex, race, ethnic group, Armed Forces Qualification Test (AFQT) percentile, and AFQT percentile group. These data elements were chosen because they contain personal information which remains constant over time.

Numeric variables were edited for valid data in the field. In addition to the numeric edit, the date fields were also checked for appropriate ranges. The accession year field was edited to ensure that the event occurred within the bounds of the data base, that is, accessions on the 25% sample had to occur between 1974 and 1984. All month fields were checked for valid numeric values of 1 to 12, and day fields were checked for values of 1 to 31. If the edit criteria were not met, the record was kept on the EPRDB but the invalid data variable was stored as zero. If the SSN contained non-numeric data, however, the entire record was dropped from the EPRDB.

Alphabetic data were edited for an appropriate range of valid values. Other variable specific edits were also performed. The series of codes giving a description of an individual's physical normalcy known as PULHES1 and PULHES2 were checked for values of 15 or below. The AFQT score was edited for a value between 1 and 99, as were the Aptitude Area (APTAR) and Army Classification Battery Composite (ACB) scores. If the edit criteria were not met, the record was kept on the EPRDB but the invalid data variable was stored as a blank.

Special attention was given to the military occupation specialty (MOS) codes. In the initial creation of the EPRDB the entire field was edited for alpha and numeric data. However, in the frequencies performed on the data base and on the additional master files used for augmentation, it was noted that a significant number of data variables in these fields were invalid because they did not adhere to the format of 2 numeric characters followed by an alphabetic. A more detailed editing procedure was then written which edited the individual characters of the MOS fields for conformance. If the MOS was invalid it was filled with blanks as were the skill identifiers whose meaning depend on the MOS. To minimize the amount of data blanked out due to simple keying errors, all alphabetic 'O's were converted to zero in the first 2 positions. A similar process was implemented in editing the primary MOS and duty MOS fields and their associated skill identifiers.

Special Master/Loss Editing. The EPRDB was designed with segments for annual master data with designated fields for the few separation data variables collected from loss records, should a loss occur in that year. If an individual was found to have only one type of record for a year, either a master or a loss, all the data were taken from that record. In some cases, an individual had both types of records. Determination of where to gather the specific data to be put on the EPRDB in these cases was somewhat complex but was driven by the desire to have the resulting data base be as complete and accurate as possible.

Individuals could have both a master and loss record for a single year because they separated late in the fiscal year and they had not yet been taken off the master file, they separated and rejoined, or there was a separation driven by a record keeping need to correct something on the master file record which required a "loss" transaction to occur. Since only the last loss record for an individual in each year was available, it was not possible to truly reconstruct each case clearly from the data. Whether the data ultimately came from the master file, loss file, or both, a master flag was set to reflect the fact that the individual was active at some time during that year. The following criteria were established for use in those cases where both record types were present in a single year:

1. If the loss record was coded as a "true" loss, that is, having an interservice separation code (ISC) between 1 and 99, the data from the loss record was stored on the EPRDB and the master file data was used to fill in any information found to be missing (blank) on the loss record.

2. If the loss record was coded as a "non-true" loss, that is, having an ISC of 0 or over 99, the data from the master record was stored on the EPRDB and the loss file data was used to fill in the separation variables as well as any information found to be missing (blank) on the master record.

Late in the production process, a decision was made to add the separation program designator (SPD) from the loss record to the yearly segments of the EPRDB. This decision was driven by the fact that for some research ISC was not sufficient. We reprocessed all loss records incorporated into the EPRDB to pick up this additional data variable. As part of this effort, we attempted to clarify those records with an ISC of 0 (Unknown). The SPD is an Army specific code and the available documentation to describe how SPDs correlate with ISCs was not complete for all years used in the study. This presented a problem for years before 1980 when all reenlistments, desertions, imprisonments, and record-keeping transactions were presented with an ISC code of 0. When the SPD definition could be determined by the ISC, the ISC of '0' was recoded to the more current definition of 100 and above. These definitions are included in the documentation found in Appendix A. As with all character fields, the SPD was edited for valid characters or blanks. If the edit criteria were not met the field was left blank.

The master and loss flags associated with each record were designed to assist in record selection for research analyses. The master flag denotes the presence or absence of the individual on the active force for a given year. The loss flag indicates if the individual separated from active duty in a given year and also describes what kind of separation occurred:

1 - normal separation within 3 months of the expected termination date and ISC = 001;
2 - reenlistment as denoted by ISC = 100 or ISC = 0 and SPD = KHC;
3 - all other early attrition, including separations due to education, officer training, illness, and desertions.

Prior Service Editing. Analysis of the prior service variable on the accession file indicated that approximately 10 percent of the individuals had served in the military prior to the accession at hand. After discussion with the ACOR, it was concluded that these individuals did not represent the target population desired for studies in retention since this was not their first tour and corresponding first reenlistment decision. Therefore,

sion was made that individuals whose records indicated that they had previously served would be dropped from the data base.

It was learned that prior to January, 1985, all individuals who had been on reserve duty and then enlisted in the Army were given a prior service code, in order to be eligible for certain benefits. In an effort to identify and keep these individuals on the EPRDB, each record was tested for prior service by looking at the difference between the basic active service date and the date of entry. Any record with more than six months between these two dates was dropped. The six month criteria was used to provide sufficient leeway for several years of normal Reserve duty. All prior service codes of the individuals who fell within the six month window were recoded as having non-prior service.

Edits for Records to be Dropped. After carefully examining SAS frequencies of the 100 and 25 percent samples, ARI decided to eliminate a small portion of the sample due to characteristics that suggest possible errors in the data or that could affect analysis. Among the criteria we used in dropping records from the data base were the following:

1. Low AFQT Scores -- To be accepted for active duty, an individual would need to score 10 or above. For the 25 percent sample we eliminated records with scores below 10. On the 100 percent sample the minimum score was raised to 16 to reflect more current acceptance criteria.

2. Birthdates out of range -- Individuals were dropped who enlisted for the first time after the age of thirty-five. However, it was noted that most of these individuals had served previously and would not have passed the prior service edit criteria. Their age was determined by calculating the difference between their date of birth and basic active service date.

3. Paygrade above '5' -- These records were dropped because this paygrade indicates someone who is probably not a first accession.

4. No master data -- If no master data were present the record would consist of only accession information. This type of record would be of no use in the type of research the EPRDB was designed to support. A record was dropped if no master flags indicated that the person was present in any of the years between 1974 and 1988.

5. Basic active service date after date of entry -- This situation represents an internal consistency problem and therefore causes the record to be dropped.

6. Third accessions -- In the input to the update of the 25 percent sample 19 individuals were found who had two second accession records. Some of these appeared to be duplicate second accessions, while others appeared to be valid third accessions. In discussion with the ACOR it was concluded that these cases are a very small statistical sample and do not accurately reflect the career path of most individuals. Therefore these records were dropped from the data base. Similarly, in the 100 percent sample, two cases of possible third accessions were found, and these records were also dropped.

7. Early separations -- All records with normal separations (ISC=1) were required to have a separation date within 3 months of the estimated termination of service date or else they were dropped. The dropped records reflected a data inconsistency.

Processing Considerations. The processing of the EPRDB was conducted as a series of procedures due to the various timeframes in which the data were made available. After the initial set of data was received from DMDC, the 25% EPRDB was created in character format. This data base was converted to SAS and various statistics and reports were generated. Additional SQT, EMF, and 1985-88 DMDC data were later obtained and added to the 25% EPRDB and the 100% sample was also created. Due to the significant expense in converting from character file to SAS file for the file size of the EPRDB, small update records were created for each SSN affected by additional updates or edits resulting from new data. These records were applied to the EPRDB SAS file. Using this programming technique, the incoming update file overlays the existing data with the new data without changing unaffected data variables. The end result is that the same data are maintained on both the character and SAS version of the EPRDB Core Data Sets.

Merge Selected Data Elements

The initial versions of the EPRDB Core Data Sets were created from the data acquired from DMDC. As additional source files were processed, the new data were merged with the existing EPRDB by social security number to create an updated EPRDB Data Set. The procedures used to create the 25% sample are depicted in Figure 2. These procedures were streamlined for the construction of the 100% sample. This flow is depicted in Figures 3A and 3B.

Encrypt the Personal Identifying Information

The social security number was the only data element that contained personal identifying information in the EPRDB Core Data Sets. Individual privacy was protected by replacing social security numbers with unique matchcodes. This encryption was performed using procedures developed for the Officer Longitudinal Research Data Base (OLRDB). This ensures that the EPRDB can be cross referenced with the OLRDB. The encryption procedure was delivered directly to the EPRDB Manager. Anyone requiring the use of the encryption procedure to match to a file containing social security numbers should contact the EPRDB Manager.

Perform Extractions for Analytical Purposes

Data from the EPRDB Core Data Set has been used as the basis for analyses conducted by SRA Corporation working under contract for ARI. One specific application of EPRDB data was a study conducted by SRA and Professor Charles Brown of the University of Michigan in which the characteristics of selected groups of individuals were correlated with their average wages received after leaving the Army. This required the placement of each individual on the EPRDB Core Data Set in the same personnel categories used by both the Internal Revenue Service (IRS) and the Social Security Administration (SSA) Post-Service Earnings Files. Summary statistics were calculated by category.

The EPRDB is designed to support research on specific entry year cohorts. Table 1 presents EPRDB data for the 1978 accession cohort segmented by entry AFQT groups for 1978 through 1988. Table 2 shows categorized losses for the 1978 cohort for 1978 through 1988; Table 3 illustrates reenlistments for the same cohort.

The EPRDB also provides the capability to perform analysis on specific characteristics across cohorts for the years 1974 through 1988. Using the master and loss flags previously described, SAS frequencies were run to determine the number of enlisted personnel in the data set by fiscal year. This information is presented in Table 4. Appendix F contains sample SAS jobs used to create the 1978 cohort and tables presented in this document.

EPRDB Core Data Set Development

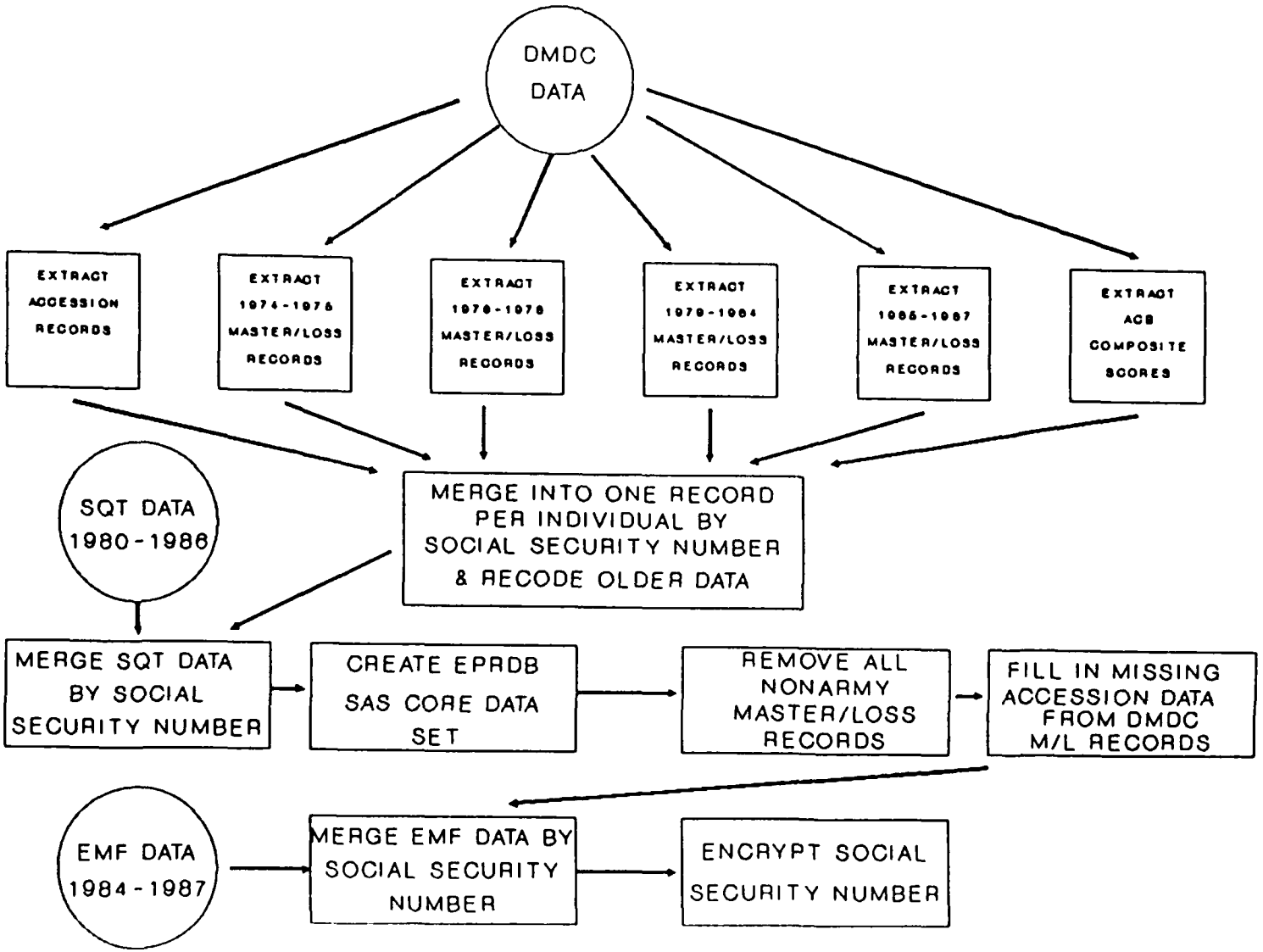


FIGURE 2.

EPRDB Core Data Set Maintenance Flow

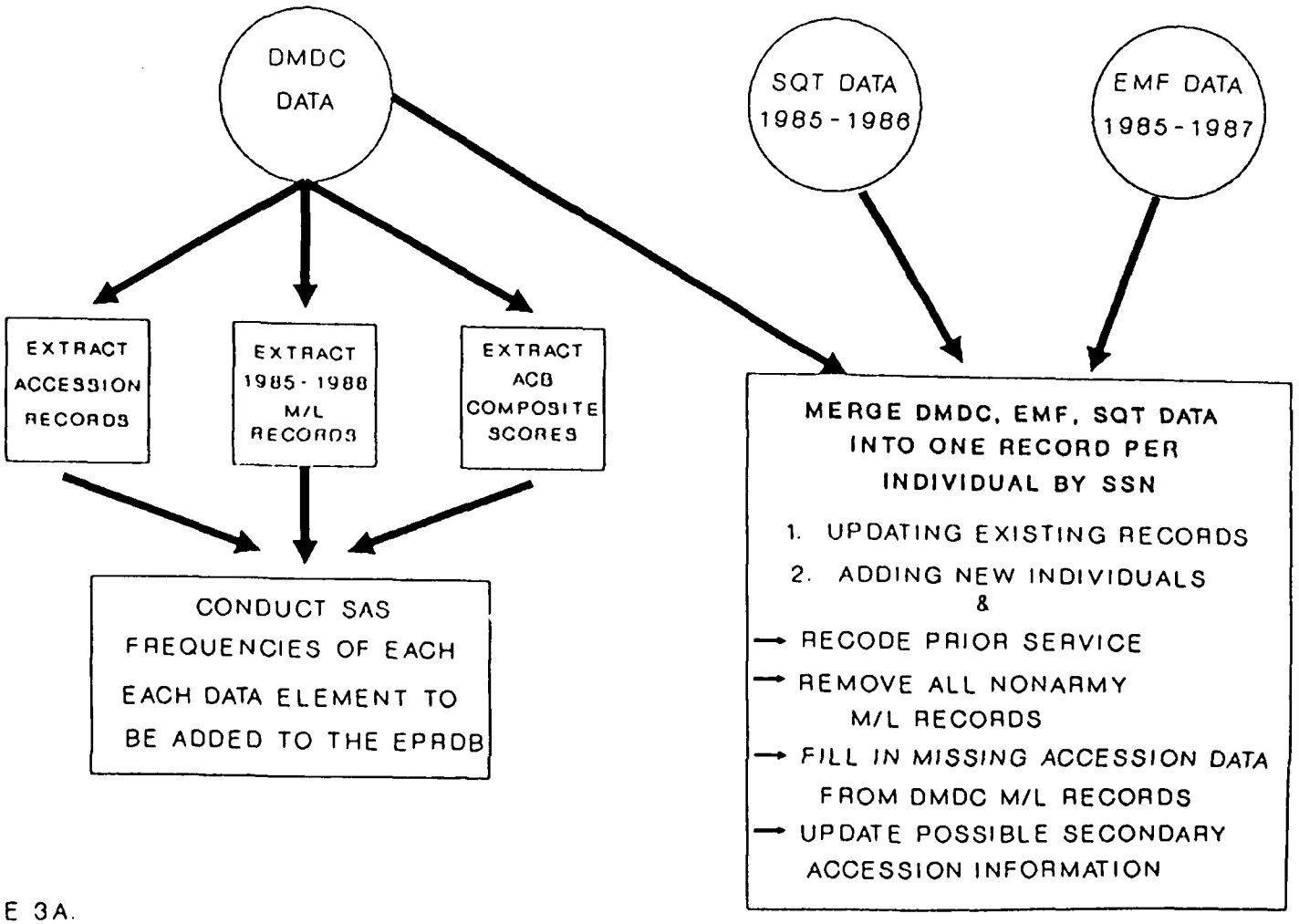
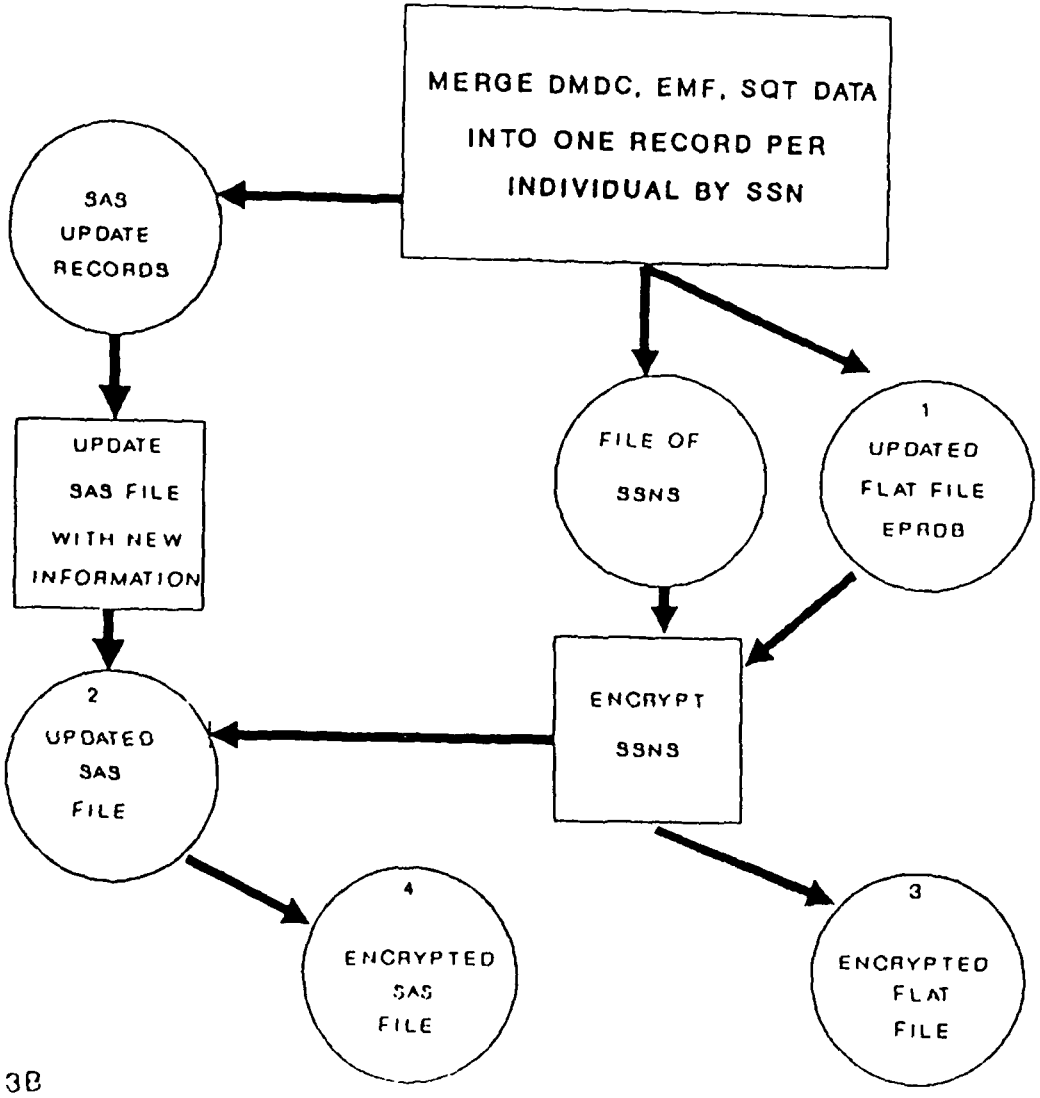


FIGURE 3A.

(Continued on next page)

EPRDB Core Data Set Maintenance Flow
(Continued)



1. An updated flat file unencrypted
2. An updated SAS file unencrypted
3. An updated flat file encrypted
4. An updated SAS file encrypted

FIGURE 3B

Table 1

Annual Retention Rates for 1978 Cohort by AFQT Groups

	AFQT groups I-IIIa	IIIb	IV	Total
1978	32.29	26.24	41.47	100.00
1979	29.10	23.16	36.56	88.82
1980	24.77	19.70	31.95	76.42
1981	22.08	17.59	29.08	68.75
1982	13.34	10.83	18.54	42.71
1983	8.70	7.76	13.81	30.27
1984	7.52	6.79	12.35	26.66
1985	6.33	5.58	10.00	21.01
1986	5.53	4.76	8.22	18.51
1987	5.02	4.32	7.27	16.61
1988	4.66	4.00	6.66	15.32

* 1978 Accession cohort sample size for 25 per cent sample = 30,245

Table 2

Separation Rates for 1978 Cohort by AFQT Groups

	AFQT groups I-IIIa	IIIb	IV	Total
1978	3.34	3.22	5.10	11.66
1979	4.55	3.71	4.94	13.20
1980	2.89	2.34	3.06	8.29
1981	9.08	7.11	11.06	27.25
1982	4.80	3.18	4.92	12.90
1983	1.22	1.07	1.55	3.84
1984	1.37	1.32	2.40	5.09
1985	0.98	1.04	1.93	3.95
1986	0.69	0.58	1.19	2.46
1987	0.57	0.45	0.78	1.80
1988	0.51	0.44	0.56	1.51

* Includes normal separations at end of term and early attrition.

1978 Accession cohort sample size for 25 per cent sample = 30,245

Table 3

Reenlistment Rates for 1978 Cohort by AFQT Groups

	AFQT Groups I-IIIa	IIIb	IV	Total
1979	0.28	0.22	0.33	0.83
1980	1.68	1.49	2.72	5.89
1981	3.46	3.45	6.88	13.79
1982	2.24	1.95	3.23	7.42
1983	0.79	0.73	1.27	2.79
1984	1.10	0.96	1.70	3.76
1985	1.13	0.93	1.56	3.62
1986	0.94	0.84	1.53	3.31
1987	0.90	0.82	1.19	2.91
1988	1.07	0.81	1.32	3.20

* 1978 Accession cohort sample size for 25 per cent sample = 30,245

Table 4

Individuals on Active Duty for All Cohorts in 25 Percent EPRDB

1974	33223
1975	74222
1976	105598
1977	123464
1978	123149
1979	133509
1980	145513
1981	146382
1982	150601
1983	157678
1984	160706
1985	130658 *
1986	107553
1987	85860
1988	69320

* Beginning in fiscal year 1985 no new accessions were included in the 25 percent EPRDB sample.

Data Base Summary and Description

The EPRDB Core Data Set was created to provide the data needed for research conducted on enlisted personnel. The areas of research include retention and attrition rates, promotion and career paths, economic and individual decision behavior, and assignment and development of the enlisted force.

There are two versions of the EPRDB Core Data Set, a flat character file and a SAS file. These files exist for both the 25% and 100% samples. They are maintained at the NIH computing facility on standard label 3480 cartridge tapes, the standard at NIH. The data set characteristics are described below.

25% EPRDB: Accessions from 1974-84

- Flat character file

  Data Set Name: WTFBXPH.EPRDB25.D111589.ENCRYPT
  Volumes: 039924, 057668, 036753, 001750
  Number of Observations: 408,955
  Number of Variables: 833

- SAS file

  Data Set Name: WTFBXPH.SAS.EPRDB25.ENCRYPT
  Volumes: 082556, 082834, 083765, 084155
  Number of Observations: 408,955
  Number of Variables: 833

100% EPRDB: Accessions from 1985-88

- Flat character file

  Data Set Name: WTFBXPH.EPRDB100.D111589.ENCRYPT
  Volumes: 043071, 037379, 037503, 003345
  Number of Observations: 472,549
  Number of Variables: 833

- SAS file

  Data Set Name: WTFBXPH.SAS.EPRDB100.ENCRYPT
  Volumes: 071547, 071545, 071542
  Number of Observations: 472,549
  Number of Variables: 389
  (Note: Data variables for 1974-84 are not on SAS file)

Each data set contains one record per individual. All data sets were designed to have the same variables. However, all annual variables for the 100% SAS data base for the years 1974 through 1984 were eliminated since, by definition, they would always be blank. Appendix E contains an alphabetical list of the varia-

bles. An individual is identified by the variable matchcode, which is the encrypted social security number. The social security number was encrypted for individual protection and to meet privacy regulations. The encryption procedure used is compatible with other longitudinal data sets maintained by ARI.

APPENDIX A

Data Elements of EPRDB Core SAS Data Set

	SECTION	DATA ELEMENTS
I.	INITIAL ACCESSION	#1-59
II.	SECOND ACCESSION (IF ANY)	#60-77
III.	COMPOSITE SCORES FROM ARMY CLASSIFICATION BATTERY TEST (ACB)	#78-87
IV.	DMDC MASTER/LOSS RECORDS FISCAL YEAR 1974+	#88-125
V.	SQT SCORES FISCAL YEAR 1980+	#126-129
VI.	PERSCOM EMF FILES FISCAL YEAR 1984+	#130-155
VII.	MASTER RECORD INDICATOR FLAGS	#156
VIII.	LOSS RECORD INDICATOR FLAGS	#157
IX.	SECONDARY ACCESSION INDICATOR FLAG	#158

I. INITIAL ACCESSION

VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
1. MATCHCOD	CHAR	N/A	ACCESSION/COHORT

An eight digit unique identifying code which is derived from scrambling the social security number.

2. HOMZIP1	CHAR	Home of Record #1	ACCESSION/COHORT

The first three digits of an individual's home zip code.

CODE VALUES:

THREE DIGIT ZIPS	STATE	THREE DIGIT ZIPS	STATE
004-005	New York	500-528	Iowa
008	Virgin Islands	530-549	Wisconsin
006,007,009	Puerto Rico	550-567	Minnesota
010-027	Massachusetts	570-577	South Dakota
028-029	Rhode Island	580-588	North Dakota
030-038	New Hampshire	590-599	Montana
039-049	Maine	600-629	Illinois
050-059	Vermont	630-658	Missouri
060-069	Connecticut	660-679	Kansas
070-089	New Jersey	680-693	Nebraska
090-149	New York	700-714	Louisiana
150-196	Pennsylvania	716-729	Arkansas
197-199	Delaware	730-749	Oklahoma
200-205	District of Columbia	750-799	Texas
206-219	Maryland	800-816	Colorado
220-246	Virginia	820-831	Wyoming
247-268	West Virginia	832-838	Idaho
270-289	North Carolina	840-847	Utah
290-299	South Carolina	850-865	Arizona
300-319	Georgia	870-884	New Mexico
320-349	Florida	889-898	Nevada
350-369	Alabama	900-966	California
370-385	Tennessee	967 (99)	American Samoa
386-397	Mississippi	967-968	Hawaii
400-427	Kentucky	969	Guam
430-459	Ohio	970-979	Oregon
460-479	Indiana	980-994	Washington
480-499	Michigan	995-999	Alaska

VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
3. HOMZIP2	CHAR	Home of Record #2	ACCESSION/COHORT

The last two digits of an individual's home zip code.

4. HOMEREC	CHAR	Home of Record #3	ACCESSION/COHORT

FIPS State code of an individual's home.

CODE VALUES:

STATE CODE	STATE	STATE CODE	STATE
01	Alabama	29	Missouri
02	Alaska	30	Montana
03	American Samoa	31	Nebraska
04	Arizona	32	Nevada
05	Arkansas	33	New Hampshire
06	California	34	New Jersey
07	Canal Zone	35	New Mexico
08	Colorado	36	New York
09	Connecticut	37	North Carolina
10	Delaware	38	North Dakota
11	District of Columbia	39	Ohio
12	Florida	40	Oklahoma
13	Georgia	41	Oregon
14	Guam	42	Pennsylvania
15	Hawaii	43	Puerto Rico
16	Idaho	44	Rhode Island
17	Illinois	45	South Carolina
18	Indiana	46	South Dakota
19	Iowa	47	Tennessee
20	Kansas	48	Texas
21	Kentucky	49	Utah
22	Louisiana	50	Vermont
23	Maine	51	Virginia
24	Maryland	52	Virgin Islands
25	Massachusetts	53	Washington
26	Michigan	54	West Virginia
27	Minnesota	55	Wisconsin
28	Mississippi	56	Wyoming

5. HOMCNTY	CHAR	Home of Record	ACCESSION/COHORT

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
6.	DOBYY	CHAR	Date of Birth Year	ACCESSION/COHORT
7.	DOBMM	CHAR	Date of Birth Month	ACCESSION/COHORT
8.	DOBDD	CHAR	Date of Birth Day	ACCESSION/COHORT
9.	SEX	CHAR	Sex	ACCESSION/COHORT

CODE VALUES:

1. Male
2. Female

10.	RACE	CHAR	Race	ACCESSION/COHORT

CODE VALUES:

1. White
2. Black
3. Other

11.	ETHGP	CHAR	Ethnic Group	ACCESSION/COHORT

CODE VALUES:

1. Mexican
2. Puerto Rican
3. Cuban
4. Latin American
5. Other Hispanic descent
6. Aleut
7. Eskimo
8. N. American Indian
9. Chinese
10. Japanese
11. Korean
12. Indian
13. Filipino
14. Vietnamese
15. Other Asian descent
16. Melanesian
17. Micronesian
18. Polynesian
19. Other Pacific Island descent
20. Other/None
21. Spanish descent (pre 10/81)
22. Asian American (pre 10/81)

VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE

12. REDCAT **CHAR** **Race Ethnic** **ACCESSION/COHORT**

CODE VALUES:

0. Unknown (post 9/84)
1. White
2. Black
3. Hispanic
4. American Indian/Alaskan native
5. Asian/Pacific Islander
6. Other (post 9/84)
7. Other/Unknown (pre 9/84)

13. ENTRYMS **CHAR** **Marital Status/ Dependents at Entry** **ACCESSION/COHORT**

CODE VALUES:

SINGLE/DEPENDENTS		MARRIED/DEPENDENTS	
1.	Unknown	2.	Unknown
10.	None	20.	None
11.	One	21.	One
12.	Two	22.	Two
13.	Three	23.	Three
14.	Four	24.	Four
15.	Five	25.	Five
16.	Six	26.	Six
17.	Seven	27.	Seven
18.	Eight	28.	Eight
19.	Nine	29.	Nine

14. ENTRYED **CHAR** **Highest Year of Education at Entry** **ACCESSION/COHORT**

CODE VALUES:

1. 1-7 years
2. 8 years
3. 1 year high school
4. 2 years high school
5. 3-4 years high school (no diploma)
6. High school diploma
7. 1 year college
8. 2 years college
9. 3-4 years college (no degree)
10. College graduate
11. Masters or equivalent
12. Doctors or equivalent
13. High school G.E.D.

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
15.	PRIRSRC	CHAR	Prior Service	ACCESSION/COHORT

CODE VALUES:

1. NON-PRIOR SERVICE -- All enlistees having prior service have been eliminated from the data base.

16.	DEPYY	CHAR	Year of Entry into Delayed Entry Program (DEP)	ACCESSION/COHORT
17.	DEPMM	CHAR	Month of Entry into DEP	ACCESSION/COHORT
18.	MONSDEP	CHAR	Months in DEP	ACCESSION/COHORT
19.	DOEYY	CHAR	Year of Entry into Active Duty	ACCESSION/COHORT
20.	DOEMM	CHAR	Month of Entry into Active Duty	ACCESSION/COHORT
21.	DOEDD	CHAR	Day of Entry into Active Duty	ACCESSION/COHORT
22.	TERMENL	CHAR	Term of Enlistment	ACCESSION/COHORT
23.	ENTRYPG	CHAR	Entry Pay Grade	ACCESSION/COHORT

CODE VALUES:

0. E00
1. E01
2. E02
3. E03
4. E04
5. E05

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
24.	PGMNLF1	CHAR	Program Enlisted for #1	ACCESSION/COHORT

CODE VALUES:

0 - No VEAP kicker and no European assignment
1 - VEAP kicker and CONUS assignment
2 - No VEAP kicker with European assignment
3 - VEAP kicker with European assignment
4 - Raised VEAP kicker
5 - No VEAP kicker
6 - $2000 VEAP kicker
7 - $4000 VEAP kicker
8 - $6000 VEAP kicker
A - 2 year VEAP $8000
B - 3 year VEAP $12000
C - 4 year VEAP $12000
D - Tuition assistance 2 year enlistment
E - Tuition assistance 3 year enlistment
F - Tuition assistance 4 year enlistment
G - Noncontributory VEAP-$2000-2 year enlistment
H - Noncontributory VEAP-$4000-3 year enlistment
I - Noncontributory VEAP-$6000-4 year enlistment

See Data Element #24 for the Code Values of Data Elements #25-28

25.	PGMNLF2	CHAR	Program Enlisted for #2	ACCESSION/COHORT
26.	PGMNLF3	CHAR	Program Enlisted for #3	ACCESSION/COHORT
27.	PGMNLF4	CHAR	Program Enlisted for #4	ACCESSION/COHORT
28.	PGMNLF5	CHAR	Program Enlisted for #5	ACCESSION/COHORT
29.	AFESMEP	CHAR	AFEES STATION/EPS	ACCESSION/COHORT

THE FOLLOWING VALUES ARE ACCEPTABLE FOR ANY RECORD DATE:

1. Albany, NY
3. Baltimore, MD
5. Beckley, WV
6. Boston, MA
7. Buffalo, NY
8. Cincinnati, OH
44. El Paso, TX
45. Houston, TX
46. Little Rock, AR
47. New Orleans, LA
48. Oklahoma City, OK
49. San Antonio, TX

9.	Cleveland, OH	50.	Shreveport, LA
10.	Columbus, OH	51.	Chicago, IL
12.	Harrisburg, PA	52.	Denver, CO
13.	Louisville, KY	53.	Des Moines, IA
14.	Manchester, NH	54.	Detroit, MI
15.	Newark, NJ	55.	Fargo, ND
16.	New haven, CT	56.	Indianapolis, IN
18.	Philadelphia, PA	57.	Kansas City, MO
19.	Pittsburgh, PA	58.	Milwaukee, WI
20.	Portland, ME	59.	Minneapolis, MN
22.	Richmond, VA	60.	Omaha, NE
24.	Springfield, MA	61.	Sioux Falls, SD
25.	Syracuse, NY	62.	Saint Louis, MO
26.	Wilkes-Barre, PA	63.	Boise, ID
27.	Ft. Hamilton, NY	64.	Butte, MT
28.	Atlanta, GA	65.	Salt Lake City, UT
29.	Charlotte, NC	66.	Fresno, CA
30.	Coral gables, FL	67.	Los Angeles, CA
31.	Ft. Jackson, SC	68.	Oakland, CA
32.	Jackson, MA	69.	Phoenix, AZ
33.	Jacksonville, FL	70.	Portland, OR
34.	Knoxville, TN	71.	Seattle, WA
35.	Memphis, TN	72.	Spokane, WA
36.	Montgomery, AL	73.	Anchorage, AK
37.	Nashville, TN	74.	Honolulu, HI
38.	Raleigh, NC	75.	Guam
39.	San Juan, PR	76.	San Diego, CA
41.	Albuquerque, NM	77.	Atlantic ENL
42.	Amarillo, TX	78.	Pacific ENL
43.	Dallas, TX	79.	Tampa, FL

THE FOLLOWING CODES ARE ONLY VALID FOR RECORDS PRIOR TO 01/01/82:

2.	Ashland, KY	21.	Providence, RI
4.	Bangor, ME	23.	Roanoke, VA
11.	Fairmont, WV	40.	Abilene, TX
17.	Whitehall, NY		

VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE

30. **ENLBON** **CHAR** **Bonus Option** **ACCESSION/COHORT**

Available from FY76 only.

CODE VALUES:

1. Combat arms $0-1,500
2. Combat arms $1,500-3000
3. Combat arms $3000+
4. Non combat arms $0-1,500
5. Non combat arms $1500-3000

31. **ENLOP** **CHAR** **Enlistment Option** **ACCESSION/COHORT**

Available from FY1976 only.

CODE VALUES:

1. Advanced enlistment grade plus training or skill, unit or geographic locations, and buddy program.
2. Advanced enlistment grade plus unit or geographic location and buddy program.
3. Advanced enlistment grade plus unit or geographic location.
4. Advanced enlistment grade.
5. Advanced enlistment grade plus unit or geographic location and training or skill.
6. Advanced enlistment grade plus training or skill guarantee.
7. Advanced enlistment grade plus buddy program.
8. Accelerated promotion plus training or skill guarantee, unit or geographic location and buddy program.
9. Accelerated promotion plus unit or geographic location and buddy program.
10. Accelerated promotion plus unit or geographic location.
11. Accelerated promotion.
12. Accelerated promotion plus buddy program and training or skill guarantee.
13. Accelerated promotion plus training or skill guarantee.
14. Accelerated promotion plus buddy program.

15. Training or skill guarantee plus unit or geographic location and buddy program.
16. Unit or geographic location plus buddy program.
17. Unit or geographic location.
18. Training or skill guarantee plus unit or geographic location.
19. Training or skill guarantee plus buddy program.
20. Training or skill guarantee.
21. Other.

VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
32. TMOS	CHAR	Training MOS	ACCESSION/COHORT

Military occupational specialty which an individual is entering the service to acquire. See Appendix B for code values. These definitions change frequently, and new documentation is published twice yearly. Some of the definitions which appear in the appendix may no longer be in use by the Army. For more current listings, please refer to form AR 611-201 Reference Data.

33. TSKID1	CHAR	Skill Identifier #1	ACCESSION/COHORT
34. TSKID2	CHAR	Skill Identifier #2	ACCESSION/COHORT

Also referred to as SQI

CODE VALUES:

A. Technical intelligence
C. Nuclear, biological & chemical
D. Civil affairs operations
E. Northern warfare expert
F. Flying status
G. Ranger
H. Instructor
I. Installer
K. Logistics NCO
L. Linguist
M. First seargent
N. Joint planner
O. No special qualifications
P. Parachutist
Q. Equal opportunity advisor (EOA)
R. Research development, test, and evaluation (RDTE)
V. Ranger parachutist
X. Drill seargent
Y. Pathfinder
Z. Alcohol and drug abuse prevention and control program
2. Training development
4. Non-career recruiter

VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
35. PULHES1	CHAR	PUL	ACCESSION/COHORT

A series of codes giving a description of an individual's physical normalcy. Each letter corresponds to a particular area of health as follows:

P - General physical well-being
U - Upper extremities
L - Lower extremities
H - Hearing
E - Eyes and vision
S - Psychiatric well-being

Each area is scored from one through four:

1 = Completely healthy
2 = Minor defect
3 = More serious defect requiring waiver for entry
4 = Unwaiverable defect

This field is treated as two separate three digit codes, comprised of the score for areas PUL and areas HES. All fours are converted to fives, and then each of the three digits is multiplied together and the product of each set is stored in its appropriate position. This method means the original scores in individual area can never be retrieved, however, certain ranges can be determined to signify general good health or the presence of a defect.

36. PULHES2	CHAR	HES	ACCESSION/COHORT

See Data Element #35.

37. WAIVER	CHAR	Waiver Code	ACCESSION/COHORT

CODE VALUES:

0. Not applicable
1. Age
2. Number of dependents
3. Mental qualification
4. Moral qualification
5. Previous disqualification/ Separation
6. Lost time
7. Physical qualification (EPTS)
8. Physical qualification
9. Sole survivor member
10. Education
11. Alien
12. Security risk
13. Conscientious objector
14. Pay grade
15. Skill requirements
16. Predictor requirements
17. Other

VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
38. TFORM	CHAR	Test Form	ACCESSION/COHORT

CODE VALUES:

1.	ECFA1	25.	AQB
2.	ECFA2	26.	AQE66
3.	ECFA3	31.	ASVAB1
4.	ASVAB	32.	ASVAB2
5.	AFWST/5	33.	ASVAB3
6.	AFWST/6	34.	ASVAB4
7.	AFQT 7A,D	35.	ASVAB5
8.	AFQT 7B	36.	ASVAB6
9.	AFQT 7C	37.	ASVAB7
10.	AFQT 8A,D	38.	ASVAB8
11.	AFQT 8B/AQB	39.	ASVAB9
12.	AFQT 8C/AQE66	40.	ASVAB10
13.	SBTB	41.	ASVAB11
14.	SBTB2	42.	ASVAB12
15.	SBTB3	43.	ASVAB13
16.	BTB3	44.	ASVAB14
17.	BTB4	45.	ASVAB15
18.	BTB5	46.	ASVAB16
19.	BTB6	47.	ASVAB17
20.	BTB7		
21.	BTB8		
22.	BTB-R1		
23.	ACB73		
24.	ACT		

39. AFQT	CHAR	AFQT Percentile	ACCESSION/COHORT

Individual's percentile test score attained on the Armed Forces Qualification (or equivalent) Test.

40. AFQTGPS	CHAR	AFQT Groups	ACCESSION/COHORT

Aggregation of percentile test score attained by an individual on the AFQT (or equivalent).

CODE VALUES:

1.	1-9	(V)	7.	65-92	(II)
2.	10-15	(IVc)	8.	93-99	(I)
3.	16-20	(IVb)			
4.	21-30	(IVa)			
5.	31-49	(IIIb)			
6.	50-64	(IIIa)			

VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
41. AFQTORG	CHAR	AFQT % Original	ACCESSION/COHORT

This field is only valid between FY76 to FY80 (07/01/75-09/30/80).

42. AFQTGRP	CHAR	AFQT Group Original	ACCESSION/COHORT

This field is only valid between FY76 to FY80 (07/01/75-09/30/80).

43-59. APTAR1-APTAR16	CHAR	Aptitude Areas 1-16	ACCESSION/COHORT

Scores range in value from 1 to 180.

II. SECOND ACCESSION

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
60.	HOMEREC2		SEE DATA ELEMENT #4	
61.	ENTRYMS2		SEE DATA ELEMENT #13	
62.	ENTRYED2		SEE DATA ELEMENT #14	
63.	DOEYY2		SEE DATA ELEMENT #19	
64.	DOEMM2		SEE DATA ELEMENT #20	
65.	DOEDD2		SEE DATA ELEMENT #21	
66.	TERMENL2		SEE DATA ELEMENT #22	
67.	ENTRYPG2		SEE DATA ELEMENT #23	
68-72.	PGMNLF21-PGMNLF25		SEE DATA ELEMENTS #24-28	
73.	ENLBON2		SEE DATA ELEMENT #30	
74.	ENLOP2		SEE DATA ELEMENT #31	
75.	TMOS2		SEE DATA ELEMENT #32	
76.	WAIVER2		SEE DATA ELEMENT #37	
77.	AFQT2		SEE DATA ELEMENT #39	

III. COMPOSITE SCORES FROM (ACB)

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
78.	CO	CHAR	Combat Arms	COMPOSITE
79.	FA	CHAR	Field Artillery	COMPOSITE
80.	MM	CHAR	Mechanical Maintenance	COMPOSITE
81.	GM	CHAR	General Maintenance	COMPOSITE
82.	CL	CHAR	Clerical	COMPOSITE
83.	GT	CHAR	General Technical	COMPOSITE
84.	EL	CHAR	Electronics Repair	COMPOSITE
85.	SC	CHAR	Surveillance	COMPOSITE
86.	ST	CHAR	Skilled Technical	COMPOSITE
87.	OF	CHAR	Operators & Food Handlers	COMPOSITE

IV. DMDC MASTER/LOSS RECORDS FISCAL YEAR 1974+

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
88.	DPOC(YY)	CHAR	DoD Primary Occupation Code	MASTER/LOSS

The Primary Occupation code indicates the occupation for which the Service member has been trained or the most significant skill held by the individual.

89.	DDOC(YY)	CHAR	DoD Duty Occupation Code	MASTER/LOSS

The Duty Occupation code reflects the occupation in which the Service member is actually working.

90.	HYEC(YY)	CHAR	Highest Year of Education	MASTER/LOSS

CODE VALUES:

01 - 1-7 years of elementary school completed
02 - 8 years of elementary school completed
03 - 1 year of high school completed
04 - 2 years of high school completed
05 - 3 or 4 years of high school completed, with no diploma or GED
06 - High school graduate, diploma, attendance certificate, or GED
07 - 1 year college completed
08 - 2 years of college completed
09 - 3 or 4 years of college completed with no diploma
10 - College graduate (bachelor's)
11 - Masters degree
12 - Doctorate and first-professional degrees
13 - GED (after 11/87)
14 - Alternate education credential (after 11/87)

91.	PYGRD(YY)	CHAR	Pay Grade	MASTER/LOSS

CODE VALUES:

00 - Enlisted unknown
01-09 - E01-E09
10 - Warrant officer unknown
11-14 - W01-W04
20 - Commissioned officer unknown
21-31 - 001-011

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
92.	**MARST(YY)**	**CHAR**	**Marital Status**	**MASTER/LOSS**

CODE VALUES:

01 Single
02 Married
03 No longer married
04 Single (pre 07/01/85)

93.	**NOD(YY)**	**CHAR**	**Number of Dependents**	**MASTER/LOSS**

CODE VALUES:

01 - No dependents
02 - 1 dependent
03 - 2 dependents
04 - 3 dependents
05 - 4 dependents
06 - 5 dependents
07 - 6 dependents
08 - 7 dependents
09 - 8-15 dependents

94.	**PMOS(YY)**	**CHAR**	**Primary MOS**	**MASTER/LOSS**

This data element is the service code for the member's primary occupation. See Appendix B for code values.

95.	**PSKID1(YY)**	**CHAR**	**Skill Identifier #1**	**MASTER/LOSS**
96.	**PSKID2(YY)**	**CHAR**	**Skill Identifier #2**	**MASTER/LOSS**

See data element #34

97.	**DMOS(YY)**	**CHAR**	**Duty MOS**	**MASTER/LOSS**

Available from 09/78 only. See Appendix B for code values.

98.	**DSKID1(YY)**	**CHAR**	**Skill Identifier #1**	**MASTER/LOSS**
99.	**DSKID2(YY)**	**CHAR**	**Skill Identifier #2**	**MASTER/LOSS**

See data element #34

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
100.	CMF(YY)	CHAR	Career Management Field	MASTER/LOSS

CODE VALUES:

11 Infantry
13 Field artillery
16 Air defense artillery
18 Special forces
19 Armor
23 Air defense system maintenance
25 Visual information
27 Land combat & air defense system intermediate maintenance
29 Signal maintenance
31 Signal operations
33 Electronic warfare/ intercept system maintenance
46 Public affairs
51 General engineering
54 Chemical
55 Ammunition
67 Aircraft maintenance
71 Administration
74 Automatic data processing
76 Supply and services
77 Petroleum and water
79 Recruiting/reenlistment
81 Topographic engineering
88 Transportation
91 Medical
93 Aviation operations
94 Food service
95 Military police
96 Military intelligence
97 Bands
98 Signals intelligence/ electronic warfare operations

Available from 07/78 only. These definitions change frequently. The most current CMF definitions can be found on Form AR 611-201 Reference Data.

101.	ASI(YY)	CHAR	Additional Skill Identifier	MASTER/LOSS

Available from 12/87 only. Field added to record for 1984+

102.	BSDYY(YY)	CHAR	Base Active Service Date (Year)	MASTER/LOSS
103.	BSDMM(YY)	CHAR	Base Active Service Date (Month)	MASTER/LOSS
104.	BSDDD(YY)	CHAR	Base Active Service Date (Day)	MASTER/LOSS
105.	ETYY(YY)	CHAR	ETS Date (Year)	MASTER/LOSS

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
106.	ETMM(YY)	CHAR	ETS Date (Month)	MASTER/LOSS

The estimated date that an individual's obligation to the Army will be fulfilled.

107.	RKPGYY(YY)	CHAR	Date of Rank (Year)	MASTER/LOSS
108.	RKPGMM(YY)	CHAR	Date of Rank (Month)	MASTER/LOSS

The date that establishes the relative seniority of an individual among others who possess the same permanent paygrade.

109.	DOLEYY(YY)	CHAR	Date of Latest Reenlistment (Year)	MASTER/LOSS
110.	DOLEMM(YY)	CHAR	Date of Latest Reenlistment (Month)	MASTER/LOSS

Reflects date at which member started his current tour of duty.

111.	COMPT(YY)	CHAR	Component	MASTER/LOSS

CODE VALUES:

1 - Regular
2 - Temporary
3 - Reserve
4 - Guard
5 - Full-time support reservists
(for sep 1983 files only)

112.	SRB(YY)	CHAR	SRB Multiplier	MASTER/LOSS

Available from 07/85 only.

113.	BPDYY(YY)	CHAR	Pay Entry Base Date (Year)	MASTER/LOSS
114.	BPDMM(YY)	CHAR	Pay Entry Base Date (Month)	MASTER/LOSS

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
115.	**BPDDD(YY)**	**CHAR**	**Pay Entry Base Date (Day)**	**MASTER/LOSS**

Items #115-117 are not available for FY1974 loss records.

116.	**UNTID(YY)**	**CHAR**	**Unit Identification Code**	**MASTER/LOSS**

Available from 12/74 only.

117.	**UNTZIP(YY)**	**CHAR**	**Unit Zip Code**	**MASTER/LOSS**

Available from 10/79 only.

CODE VALUES:

APO New York & Location (09)

Italy - 001-002, 019, 161, 168, 221, 232, 240, 293, 453, 670, 694, 794

Germany - 007-009, 012, 021, 025-026, 028-029, 031, 033-036, 039, 045-047, 050, 052-054, 056-061, 063, 066-070, 072, 074, 076-082, 086, 090-093, 095, 098, 102-105, 107-112, 114, 123, 128, 130-132, 137-144, 146, 154, 160, 162, 164-166, 169, 171-173, 175-178, 182, 184-186, 189, 211, 213, 215-216, 220, 227, 245, 252, 279, 281, 305, 321-322, 325-326, 330, 333, 351-355, 358-360, 403, 407, 411, 451-452, 454-455, 457-458, 611, 633, 666, 669, 692, 695-696, 701-702, 710-712, 742-743, 751, 757, 801, 807, 860,872

Netherlands - 011, 145, 159, 188, 292

Saudi Arabia - 017, 038, 152, 298, 615-616, 671, 691, 697

Greenland - 023, 121

Seychelles - 030

Turkey - 040, 051, 117-118, 133, 224, 254, 289, 294, 338, 380

England - 048-049, 075, 083, 120, 125, 127, 129, 150-151, 179, 193-194, 210, 238, 241, 243, 378, 405, 607, 659, 755

Norway - 084-085

Belgium - 055, 086, 088, 153, 163, 667

Liberia - 155, 228

Denmark - 170, 870

Greece - 223, 253, 291, 690, 693

Spain - 282-283, 285-286, 401

Morocco - 284
Azores - 406

Zaire - 662

Finland - 664, 862

Sudan - 668

Israel - 672

Kenya - 675

Egypt - 677, 679

Portugal - 678
France - 777

Jordan - 892

APO Miami and Location (34)

Panama - 001-009, 011
Costa Rica - 020
Nicaragua - 021
Honduras - 022
El Salvador - 023
Guatemala - 024
Brazil - 030
Peru - 031
Bolivia - 032
Chile - 033
Argentina - 034
Uruguay - 035
Paraguay - 036
Venezuela - 037
Columbia - 038
Ecuador - 039
Puerto Rico - 040
Dominican Republic - 041

APO San Francisco and Location (96)

Korea - 208, 212-214, 218, 220, 224, 231, 251, 259, 264, 271, 301-302, 324, 335, 358, 366, 371, 397, 455, 460, 461, 483, 488, 524, 570-571

Australia - 209, 390, 404-405

Japan - 210, 230, 235, 239, 244, 248, 270, 328, 331, 336, 343, 344, 361, 367, 503, 519

Philippines - 274, 311, 408, 410, 431-432, 434, 528

Johnston Island - 305

Guam - 327, 334, 351

Thailand - 346, 468

Hawaii - 556

Indonesia - 356

Wake Island - 501

Marshall Islands - 555

APO Seattle and Location (98)

704, 713, 723, 733, 736 Alaska

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
118.	ASC(YY)	CHAR	Army Status Codes	MASTER/LOSS

CODE VALUES:

CF - Civil functions not defined by CW
CO - CONUS operating
CW - Corps of Engineers, civil works
C1 - US Strategic Army Forces, authorized level 1
C2 - US Strategic Army Forces, authorized level 2
C3 - US Strategic Army Forces, authorized level 3
CE - US Strategic Army Forces, authorized level E
D1 - US Strategic Army Forces, deploying unit
DP - Patient assigned to medical holding unit
EN - En route
ES - Personnel entering military service
FA - Foreign activities, other than reimbursable
FP - Active army patients in a foreign country
FS - Foreign students, active Army personnel
GR - Reserve components, statutory tour officer augmentation
GS - Special Reserve Components
JF - Joint task force
NF - Foreign military sales, nonreimbursables
NP - Military assistance program, nonreimbursables
NX - Outside DoD, nonreimbursables
PC - Returned to military control assigned to PCF for processing at MILPERCEN
PR - Active Army prisoners
PS - Separatees
RE - Replacements
RF - Foreign military sales, reimbursables
RO - Other reimbursables
RP - Military Assistance Programs, reimbursables
RR - Returnees for reassignment
RX - Outside DoD, reimbursables
ST - Students
TH - Overseas troops
TN - Transients
TR - Active Army trainees

Available after 11/87. Field added to record for 1984 and later.

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
119.	**ENSLRV(YY)**	**CHAR**	**Character of Service**	**MASTER/LOSS**

CODE VALUES:

1 - Honorable
2 - Under honorable conditions - general
3 - Under other than honorable conditions
4 - Dishonorable
5 - Uncharacterized

Information after FY83 (10/01/82) may contain '5' as a valid entry meaning uncharacterized. However, blank or '0' entries prior to this which should mean unknown may have been used to mean uncharacterized as well.

120.	**RE(YY)**	**CHAR**	**Reenlistment Eligibility**	**MASTER/LOSS**

CODE VALUES:

1 or 10 Fully qualified for immediate enlistment/reenlistment

1A Fully qualified for reenlistment, but ineligible to apply until 93 days after date of separation. Applicable to those who have completed 6 years of service for pay purposes and were not required to take action to meet service remaining requirements if separated on or after August, 1978.

1B Fully qualified for enlistment. Applies to persons who were fully qualified when last separated; however, reenlistment was not authorized at time of separation under strength management program if separated after January 31, 1983.
Fully qualified for enlistment. Applies to persons who have not been tested to verify PMOS during current term of service or were tested and had not received test score at time of separation if separated on or before January 31, 1983.

1C Fully qualified for enlistment provided otherwise qualified. Applies to persons who do not possess scores of 90 or higher in any three or more aptitude areas of the Armed Services Vocational Aptitude Battery (ASVAB), if tested prior to October 1, 1980: or scores of 85 or higher in any 3 or more aptitude areas of the ASVAB if tested on or after October 1, 1980.

2 OR 20 — Fully qualified for enlistment. Applies to 1) persons separated before completing a contracted period of service where reenlistment is not contemplated (included separation to accept commission etc.) 2) persons separated for pregnancy under AR 635-200, chapter 8.

2A — Fully qualified for enlistment if 93 days have elapsed since date of last separation. Grade determination must be made. Applies to persons with over 6 years of service for pay separated prior to August 15, 1978, who have incurred an additional service requirement and who decline to meet this requirement through reenlistment or extension.

2B — Fully qualified for enlistment. Applies to persons who were fully qualified when last separated. However, a voluntary enrollment was not authorized at time of separation under enlisted year group management plan.

2C — Fully qualified for enlistment after 93 days have elapsed since date of separation. Applies to persons who were fully qualified when last separated. However, reenlistment was not authorized at time of separation under reenlistment control policy.

3 OR 30 — Not eligible for enlistment unless waiver consideration permissible and granted. Includes those separated under Trainee Discharge Program (TDP) and Expeditious Discharge Program (EDP).

3A — Not eligible for enlistment unless waiver is granted. Ineligible to apply for reenlistment until 93 days after date of separation. Grade determination must be made. Applicable to those who have completed 4 years of service for pay purposes and who refused to take action to meet service remaining requirements and were separated on or after August 15, 1978.

3B — Not eligible for enlistment unless waiver is granted. Applicable to those who have time lost during their last period of service.

3C — Not eligible for enlistment unless waiver consideration is granted. Applicable to those who do not meet the grade requirement in basic eligibility criteria.

4 OR 40 — Not eligible for enlistment. Applies to persons separated from last period with a nonwaivable disqualification. Includes regular and disability retirements.

4A Not eligible for enlistment. Applicable to those who fail to meet citizenship requirement.

4R Not eligible for enlistment. Applies to enlisted personnel retiring after 20 or more years active federal service. (The following codes are meant to be used while an individual is still in the service to show reasons he/she may be precluded from voluntary enrollment. They are occasionally seen on dropped from strength type "loss" records (desertions, for example).

5. Eligible (pre 10/78)

6. Ineligible (pre 10/78)

9A Lost time. Time lost because of absence without leave (AWOL) (includes cases where article 15 has been administered for AWOL/lost time)

9C Skill qualification. A non-qualifying skill qualification and less than 3 scores of 85 on the ASVAB/ACB/WACB)

9E Physical readiness. Unacceptable physical readiness qualifications

9G Grade. Exceeds total years active federal service for pay grade.

9K Field bar to reenlistment. A denial of reenlistment imposed below department of the army headquarters.

9L Department of the Army bar to reenlistment. A denial of reenlistment imposed by Department of the Army promotional board.

9N Court-martial conviction. Convicted by one or more summary. Special or general courts-martial.

9O Age. Does or will exceed maximum age limitations.

9Q Declination of continued service statement. Refusal to take action to meet length of service requirement.

9U Weapons. Unacceptable weapons qualifications.

9W Article 15. Unacceptable Article 15 qualifications.

9X Other. Prohibitions not otherwise identified.

9Y Retirement. Application for retirement has been approved.

9Z Weight. Does not meet acceptable weight standards.

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
121.	ISC(YY)	CHAR	Interservice Separation Code	MASTER/LOSS

CODE VALUES:

000	Unknown or invalid
0	Release from active service
001	Expiration of term of service
002	Early release - insufficient retainability
003	Early release - to attend school
004	Early release - police duty
005	Early release - in the national interest
006	Early release - seasonal employment
007	Early release - to teach
008	Early release - other (including RIF)
1	Medical disqualifications
010	Conditions existing prior to service
011	Disability - severance pay
012	Permanent disability - retired
013	Temporary disability - retired
014	Disability - non EPTS - no severance pay
015	Disability - Title 10 retirement
016	Unqualified for active duty - other (after 10/85)
017	Failure to meet weight/body fat standards
018	Unqualified for active duty or failure to meet Weight/body fat (pre 10/85)
2	Dependency or hardship
022	Dependency or hardship
3	Death
030	Battle casualty
031	Non-battle - disease
032	Non-battle - other
033	Death - cause not specified
4	Entry into officer programs
040	Officer commissioning program
041	Warrant officer program
042	Service academy

5 Retirement (other than medical)

050 20-30 years of service
051 Over 30 years of service
052 Other categories

6 Failure to meet minimum behavioral of perfoRMANCE Criteria

060 Character or behavior disorder
061 Motivational problems (apathy)
062 Enuresis
063 Inaptitude
064 Alcoholism
065 Discreditable incidents - civilian or military
066 Shirking
067 Drugs
068 Financial irresponsibility
069 Lack of dependent support
070 Unsanitary habits
071 Civil court conviction
072 Security
073 Court martial
074 Fraudulent entry
075 AWOL, desertion
076 Homosexuality
077 Sexual perversion
078 Good of the service
079 Juvenile offender
080 Misconduct (reason unknown)
081 Unfitness (reason unknown)
082 Unsuitability (reason unknown)
083 Pattern of minor disciplinary infractions
084 Commission of a serious offense
085 Failure to meet minimum qualifications for retention
086 Expeditious discharge
087 Trainee discharge

9 Other separations or discharges

090 Secretarial authority
091 Erroneous enlistment or induction
092 Sole surviving son
093 Marriage
094 Pregnancy
095 Minority
096 Conscientious objector
097 Parenthood
098 Breach of contract
099 Other

10 Transactions

100 Immediate reenlistment
101 Dropped from strength for desertion
102 Dropped from strength for imprisonment
103 Record correction
104 Missing in action or captured
105 Other dropped from strength/the rolls

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
122.	SPDTYY(YY)	CHAR	Date of Separation (Year)	MASTER/LOSS
123.	SPDTMM(YY)	CHAR	Date of Separation (Month)	MASTER/LOSS
124.	SPDTDD(YY)	CHAR	Date of Separation (Day)	MASTER/LOSS
125.	SPD(YY)	CHAR	Separation Program Designator	MASTER/LOSS

V. SQT SCORES FISCAL YEAR 1980+

126.	SQTMOS(YY)	CHAR	MOS of SQT Test	SQT FILES
	See Appendix B for values.			
127.	SLEVEL(YY)	CHAR	Skill Level of SQT Test	SQT FILES
128.	VERS(YY)	CHAR	SQT Test Version	SQT FILES
129.	SQTSCR(YY)	NUM	SQT Score	SQT FILES

VI. MILPERCEN EMF FILES FISCAL YEAR 1984+

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
130.	GTSCR(YY)	NUM	General Technical Score	EMF FILES
131.	ASVYY(YY)	CHAR	Date Last Vocational Test (Year)	EMF FILES
132.	ASVMM(YY)	CHAR	Date Last Vocational Test (Month)	EMF FILES
133.	NCOES(YY)	CHAR	Noncommissioned Officer Education Program	EMF FILES

Designates graduates of the NCOES training courses and the academic level attained, for SMA.

CODE VALUES:

Sergeants Major Academy:

A - US Army Sergeants Major graduate (resident & nonresident program)
C - US Army Sergeants Major academy nongraduate (resident/nonresident)
D - US Army Sergeants Major academy declinee (resident/nonresident)
F - US Army Sergeants Major academy selectee (resident/nonresident)

Senior level NCOES:

K - Senior level noncommissioned officer course graduate (applies only to the resident mode of the department of the Army First Sergeants course)
L - On-the-job experience of skill level 5
M - Advanced level noncommissioned officer course nongraduate
N - Advanced level noncommissioned officer course nongraduate with on-the-job experience of skill level 4
P - Advanced level noncommissioned officer course declinee
R - Advanced level noncommissioned officer course declinee with on-the-job experience of skill level 4
S - Advanced level noncommissioned officer course graduate
T - Advanced level noncommissioned officer course selectee
V - On-the-job experience for skill level 4

Basic level NCOES:

W - Basic level noncommissioned officers graduate combat arms
X - Basic technical course graduate
Y - On the job experience for skill level 3

Primary level NCOES:

Z - Primary technical course graduate
0 - Withdrawal or nonparticipation in any of above courses
1 - Primary noncommissioned officer course/combat arms graduate
2 - Primary leadership graduate
3 - On-the-job experience for skill level 2

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
134.	EFMP(YY)	CHAR	Exceptional Family Member Program	EMF FILES

Soldier has one or more Handicapped Dependents, to be considered as a special condition for assignment purposes.

135.	DERSYY(YY)	CHAR	Date Eligible to Return from Overseas (Year)	EMF FILES
136.	DERSMM(YY)	CHAR	Date Eligible to Return from Overseas (Month)	EMF FILES
137.	DERSDD(YY)	CHAR	Date Eligible to Return from Overseas (Day)	EMF FILES

Designates the date upon which an individual is eligible to return to CONUS or area of residents form O/S. Not applicable to personnel in CONUS.

138.	DLPYY(YY)	CHAR	Date of Last Permanent Change of Station (Year)	EMF FILES
139.	DLPMM(YY)	CHAR	Date of Last Permanent Change of Station (Month)	EMF FILES
140.	DLPDD(YY)	CHAR	Date of Last Permanent Change of Station (Day)	EMF FILES

Designates the date an individual was moved from one duty station to another, at government expense.

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
141.	DROSYY(YY)	CHAR	Date Last Departed Overseas (Year)	EMF FILES
142.	DROSMM(YY)	CHAR	Date Last Departed Overseas (Month)	EMF FILES

The date or adjusted date, that an individual departed from his most recent assignment in an overseas command.

143.	CITIZ(YY)	CHAR	Citizenship Status	EMF FILES

CODE VALUES:

A. Native born citizen
B. Naturalized citizen -
acquired US citizenship after birth through naturalization of one or both parents
C. Derivative - birth -
acquired US citizenship at birth outside the US of parents one or both of whom are US citizens
D. Naturalization -
a person born outside of the US who has completed naturalization procedures and has been admitted to US citizenship by duly constituted authority
Y. Alien - not a US citizen
Z. Unknown

144.	CLANG(YY)	CHAR	Language Identity	EMF FILES

Designates the language other than English, with the greatest significance to the Army, in which an individual is qualified.

145.	ENLOP(YY)	CHAR	Enlistment Option Code	EMF FILES

A multiple usage code reflecting immediate reenlistment or how entered service, (enlisted drafted) and what option EM applied for (airborne, AG) as coded on DD Form 4. Includes codes for reenlistment per AR 601-280.

VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
146. TERMS(YY)	CHAR	Term of Service	EMF FILES

CODE VALUES:

1. 15 months or less
2. 15 months and 1 day - 35 months
3. 35 months and 1 day - 47 months
4. 47 months and 1 day - 59 months
5. 59 months and 1 day - 71 months
6. 71 months and 1 day - 83 months
7. 83 months and 1 day - 95 months
8. 95 months and 1 day - 107 months
9. 107 months and 1 day - 119 months
0. 119 months and 1 day - 120 months
Z. More than 120 months (applies to current active duty individuals who enlisted in the RA for an unspecified period on a career basis).

147. PSVCI(YY)	CHAR	Number of Times Reenlisted	EMF FILES

CODE VALUES:

0. First enlistment
1. First reenlistment (2nd enlistment)
2. Second reenlistment (3rd enlistment)
3. Third or subsequent reenlistment (equals 4th or subsequent enlistment)

Designates whether an individual has had more than one Regular Army Enlistment.

148. ADPAY(YY)	CHAR	Eligibility for Additional Pay	EMF FILES

CODE VALUES:

0 - Withdrawal of eligibility for additional pay
1 - Aerial flight duty - crew member
2 - Aerial flight duty - noncrew member
3 - Parachute duty
4 - Demolition duty
5 - Diving duty - master diver
6 - Experimental - stress duty
7 - Diving duty - diver first class
8 - Diving duty - salvage diver

9 - Diving duty - diver second class
R - Diving duty - scuba diver
X - Aerial flight duty - crew member and parachute duty
Y - Aerial flight duty - noncrew member and parachute duty
Z - Parachute duty and demolition duty
BLANK - No additional pay reported

	VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE
149.	PROPAS(YY)	CHAR	Proficiency Pay Status	EMF FILES

CODE VALUES:

1 Lowest level of skill-related proficiency pay
2 Second lowest level of skill related proficiency pay
3 Highest level of skill-related proficiency pay.

A rating or classification given an enlisted member of the Armed Forces which indicates the level of entitlement to proficiency pay under applicable regulations.

150.	PROPT(YY)	NUM	Current Promotion Points	EMF FILES

Indicates the number of points awarded an individual by a promotion board. Applies to the grades of 4 and 5 only.

151.	PROPYY(YY)	CHAR	Current Promotion Points Date (Year)	EMF FILES
152.	PROPMM(YY)	CHAR	Current Promotion Points Date (Month)	EMF FILES
153.	PRVPT(YY)	NUM	Previous Promotion Points	EMF FILES
154.	PRPTYY(YY)	CHAR	Previous Promotion Points Date (Year)	EMF FILES
155.	PRPTMM(YY)	CHAR	Previous Promotion Points Date (Month)	EMF FILES

VARIABLE NAME	DATA TYPE	SOURCE NAME	SOURCE FILE

VII. MASTER RECORD INDICATOR FLAGS

156. MFLAG(YY) **CHAR** **Master Flag** **N/A**

A "1" in this position indicates that variables #80-116 for this year contain data from a Master record, and that variables #117-126 may contain data from a transaction record, indicated by an ISC code value of zero or higher.

VIII. LOSS RECORD INDICATOR FLAGS

157. LFLAG(YY) **CHAR** **Loss Flag** **N/A**

A value greater than zero in this position indicates that the variables #80-125 for this year contain data from a Loss record.

CODE VALUES:

1 Loss due to normal separation, indicating ISC = 1.
2 Immediate reenlistment.
3 Early attrition, ISC 2 or higher.
Includes unknowns, ISC equal to zero.

IX. SECONDARY ACCESSION INDICATOR FLAGS

158. AFLAG **CHAR** **Second Accession Flag** **N/A**

A "1" in this position indicates that this record contains information from a second accession record.

APPENDIX B

MOS Values*

00B - Diver
00D - Special duty assignment
00E - Recruiter
00J - Club manager
00U - Equal opportunity NCO
00Z - Command sergeant major reporting codes
01H - Biological sciences assistant
02B - Cornet or trumpet player
02C - Baritone or euphonium player
02D - French horn player
02E - Trombone player
02F - Tuba player
02G - Flute or piccolo player
02H - Oboe player
02J - Clarinet player
02K - Bassoon player
02L - Saxophone player
02M - Percussion player
02N - Piano player
02P - Brass group leader
02Q - Woodwind player
02R - Percussion group leader
02S - Special band person
02T - Guitar player
02Z - Enlisted band leader
03C - Physical activities specialist
05B - Radio operator
05D - EW/sigint emitter identifier/locator
05G - Sigsec analyst
05H - EW/sigint Morse interceptor
05K - EW/sigint non-Morse interceptor
06C - Radio teletype operator
09D - College trainee
09R - Reserve forces rptg code
09S - Comm officer candidate
11M - Fighting vehicle infantryman
12B - Combat engineer
12C - Bridge crewman
12E - Atomic demolition munitions specialist
12F - Engineer tracked vehicle crewman
12Z - Combat engineering senior sergeant
13B - Cannon crewman (131 - FA cannon/missile subfield)
13B - FA firefinder radar oper (132 - FA target acquis operations subfield)
13C - Tacfire operations specialist
13E - Cannon fire direction specialist
13F - Fire support specialist
13M - Multiple launch rocket system crewmember
13W - FA target acquisition senior sergeant
13Y - Cannon missile senior sergeant
13Z - Field artillery senior sergeant
15D - Lance crewmember MLRS sergeant
15E - Pershing missile crew member
15J - MLRS/lance operation/fire direction specialist
16B - Hercules missile crew member
16C - Hercules fire control crew member
16D - Hawk missile crew member
16E - Hawk fire control crew member

* Because Military Occupation Specialties change, the codes listed in this appendix are not necessarily the ones most currently in use by the Army. Updated lists are published every six months, and can be found on [illegible]m AR 611-201, available from PERSCOM.

09T - ARNG stat OCS candidate
09W - WO candidate
11B - Infantry man
11C - Indirect fire infantryman
11H - Heavy antiarmor weapons
16J - Defense acquisition radar operator
16P - ADA short range missile crewman
16R - ADA short range gunnery crewman
16S - MANPADS (man portable air Defense system) crewman
16T - Patriot missile crewmember
16Z - ADA senior sergeant
17B - FA radar crew member
17C - FA target acquisition specialist
17K - Ground surveillance radar crewman
17L - Aerial sensor specialist (OV-IBC) (Reserves)
17M - Remote sensor specialist
19D - Cavalry scout
19E - M48-M60 armor crewman
19K - MI Abrams armor crewman
19Z - Armor senior sergeant
21G - Pershing electronic material specialist
21L - Pershing electronics repair
22L - Nike test equipment repairs
22N - Nike-Hercules missile launcher repairs
23N - Nike track radar repairs
23U - Nike high power radar simulator repairs
23W - Nike maintenance chief
24C - IH firing section mechanic
24F - IH fire control mechanic
24G - IH information coordinator central mechanic
24H - IH fire control repairs
24J - IH pulse radar repairs
24K - IH CW radar repairs
24L - IH launcher & mechanical systems repairs
24M - Vulcan system mechanic
24N - Chapparal system mechanic
16F - Light ADA crewman (reserve forces)
16G - Roland crewmember assistant
16H - ADA operations and
24S - Roland mechanic 7
24T - Patriot missile mechanic
24U - Hercules electronics mechanic
24V - IH maintenance chief
25C - Combat area surveillance radar repairs
25J - Operations central repairs
25L - AN/TSQ-78 ADA command control system operations/repairs
25Q - Tactical microwave satellite systems operations
25R - Strategic microwave systems operations
26B - Weapons support radar repairs
26F - Aerial photoactive sensor repairs
26H - Air defense radar repairs
26K - Aerial electronic warning defense equipment repairs
26L - Tactical microwave system repairs
26M - Aerial surveillance radar repairs (Reserves)
26N - Aerial surveillance infra red repairs (Reserves)
26T - Radio/TV systems spec
26V - Strategic microwave system repairs
26Y - Satellite communications equipment repairs
27B - LCSS test specialist/ lance repairs
27C - Roland repairs 7
27D - Roland FMTS repairs
27E - Tow/dragon repairs
27F - Vulcan repairs
27G - Chaparral/redeye repairs
27H - Shillelagh repairs
27N - Forward area alerting radar repairs
27Z - Ballistic/LC/LAD systems maintenance chief

24P - Defense acquisition radar mechanic
24Q - Nike Hercules fire control mechanic
24R - Improved hawk master mechanic
31E - Field radio repairs
31J - Teletypewriter repairs
31M - Multichannel communications equipment operator
31N - Tactical circuit controller
31S - Field general COMSEC repairs
31T - Field systems comsec repairs
31V - Tactical communications systems/operator mechanic
31Z - C-E operations chief
32D - Stations technical controller
32F - Fixed cliphony repairs
32G - Fixed cryptographic equipment repairs
32H - Fixed station radio repairs
32Z - C-E maintenance chief
33S - EW/intercept systems repairs
34B - Punchcard machine repairs
34C - DAS 3 computer repairs
34E - NCR 500 computer repairs
34F - DSTE repairs
34H - ADMSE repairs
34J - UNIVAC 1004/1005 DCT 9000 system repairs
34K - IBM 360 repairs
34Y - FA computer repairs
34Z - ADP maintenance supervisor
35B - Electronic instrument repairs
35C - Automatic test equipment repairs
35E - Special electrical devices repairs
35F - Nuclear weapons electronic specialist
35G - Biomedical equipment specialist basic
35H - Calibration specialist
35K - Avionic mechanic
35L - Electronic switching systems repairs
35L - Avionic communications equipment repairs
35M - Avionic navigation and flight control equipment repairs
36E - Cable splicer
36H - Dial/manual central office repairs
36K - Tactical wire operations specialist
36L - Electronic switching systems repairs
41B - Topographic instrument Repair specialist
41C - Fire control instrument repairs
41E - Audiovisual equipment repairs
41G - Aerial surveillance photographic equipment repairs (reserve forces)
41J - Office machine repairs
42C - Orthoptic specialist
42D - Dental laboratory specialist
42E - Optical laboratory specialist
43E - Parachute rigger
43M - Fabric repair specialist
44B - Metal worker
44E - Machinist
45B - Small arms repairs
45D - Field artillery turret mechanic
45E - MI Abrams tank turret mechanic
45G - FC systems repairs
45K - Tank turret repairs
45L - Artillery repairs
45N - M60A1/A3 tank turret Mechanic
45T - ITV/IFV/CFV turret
45Z - Armament/fire control maintenance supervisor
46N - Pershing electrical mechanical repairs
51B - Carpentry & masonry specialist
51C - Structures specialist

35P - Avionic equipment maintenance supervisor
35R - Avionic special equipment repairs
35U - Biomedical equipment specialist advanced
36C - Wire systems installer/ operator
36D - Antenna installer specialist
51Z - General engineering supervisor
52C - Utilities equipment repairs
52D - Power generation equipment repairs
52E - Prime power production specialist
52G - Transmission and distribution specialist
54C - Smoke operations specialist
54E - NBC specialist
54Z - Chemical senior sergeant
55B - Ammunition specialist
55D - Explosive ordinance disposal specialist
55G - Nuclear weapons maintenance specialist
55X - Ammunition inspector
55Z - Ammunition supervisor
57E - Laundry and bath specialist
57F - Graves registration specialist
57H - Terminal operations Coordinator
61B - Watercraft operator
61C - Watercraft engineer
61F - Marine hull repairs
61Z - Marine senior sergeant
62B - Construction equipment repairs
62E - Heavy construction equipment operator
62T - ITV/IFV/CFV system mechanic
63B - Light wheel vehicle/power generation mechanic
63D - Self-propelled field artillery system mechanic repairs
68K - Aircraft component repair supervisor
51G - Materials quality specialist
51H - Construction supervisor
51K - Plumber
51M - Firefighter
51N - Water treatment
51R - Interior electrician
51T - Technical engineering specialist
65D - Railway car repairs
65E - Airbrake repairs
65F - Locomotive electrician
65G - Railway section repairs
65H - Locomotive operator
65J - Train crew member
65K - Railway movement Coordinator
65Z - Railway senior sergeant
67G - Utility/cargo airplane repairs
67H - Observation airplane repairs
67N - Utility helicopter management specialist
67T - Tactical transport helicopter repairs specialist
67U - Medium helicopter repairs
67V - Observation/scout helicopter repairs
67W - Aircraft quality control supervisor
67X - Heavy lift helicopter repairs
67Y - Attack helicopter repairs
67Z - Aircraft maintenance senior sergeant
68B - Aircraft power plant repairs
68D - Aircraft power train repairs
68F - Aircraft electrician
68G - Aircraft structural repairs
68H - Aircraft pneudralics repairs
68J - Aircraft fire control repairs
68M - Aircraft weapon systems mechanic

63E - MI ABRAMS tank systems repairs
63G - Fuel & electrical systems repairs
63H - Track vehicle repairs
63J - Quartermaster & chemical equipment repairs
63N - M60A1 tank system mechanic
63W - Wheel vehicle repairs
63Y - Track vehicle mechanic
63Z - Mechanical maintenance supervisor
64C - Motor transport operator
64Z - Transportation senior sergeant
65B - Locomotive repairs
72G - Data communications switching center specialist
72H - Central office operations Operator
73C - Finance specialist
73D - Accounting specialist
73Z - Finance senior sergeant
74B - Card and tape writer (reserve forces)
74D - Computer/machine operator
74F - Programmer/analyst
74Z - Data processing NCO
75B - Personnel administration specialist
75C - Personnel management specialist
75D - Personnel records specialist
75E - Personnel actions specialist
75F - Personnel information system
75Z - Personnel sergeant
76C - Equipment records & parts
76J - Medical supply specialist
76P - Material control & Accounting specialist
76V - Material storage & handling specialist
76W - Petroleum supply specialist
76X - Subsistence supply specialist
76Y - Unit supply specialist
76Z - Senior supply sergeant
79D - Reenlistment NCO
71C - Stenographer
71D - Legal clerk
71E - Court reporter
71G - Patient administration specialist
71L - Administrative specialist
71M - Chapel activities spec.
71N - Traffic management Coordinator
71P - Flight operations coord.
71Q - Journalist
71R - Broadcast journalist
72E - Combat telecommunications Center operator
91B - Medical specialist
91C - Patient care specialist
91D - Operating room specialist
91E - Dental specialist
91F - Psychiatric specialist
91G - Behavioral science specialist
91H - Orthopedic specialist
91J - Physical therapy specialist
91L - Occupational therapy specialist
91N - Cardiac specialist
91P - X-ray specialist
91Q - Pharmacy specialist
91R - Veterinary specialist
91S - Environmental health specialist
91T - Animal care specialist
91U - ENT specialist
91V - Respiratory specialist
91W - Nuclear medicine specialist
91Y - Eye specialist
92 - Cytology specialist
92B - Medical laboratory specialist
92C - Petroleum laboratory specialist
92D - Chemical laboratory specialist
93E - Meteorological observer
93F - FA meteorological crew
93H - ATC tower operator
93J - ATC radar controller

81B - Technical drafting specialist
81C - Cartographer
81E - Illustrator
81Z - Topographic engineering supervisor
82B - Construction surveyor
82C - FA surveyor
82D - Topographic surveyor
83E - Photo and layout specialist
83F - Photolithographer
84B - Still photo specialist
84C - Mopic specialist
84F - Audio/TV specialist
84T - TV/radio broadcast operations chief
84Z - Public affairs/ audiovisual chief
94B - Food service specialist
94F - Hospital food service specialist
95B - Military police
95C - Correctional specialist
95D - Special agent
96B - Intelligence analyst
96C - Interrogator
96D - Image interpreter
96H - Aerial sensor specialist (OV-ID)
96Z - Intelligence senior sgt.
97B - Counterintelligence agent
97C - Area intelligence spec.
98C - EW/sigint analyst
98G - EW/sigint voice interceptor
98J - EW/sigint noncomm interceptor
98Z - EW/sigint chief

APPENDIX C

Variable Recoding

VARIABLE NAME — **SOURCE NAME**

1. ETHGP — Ethnic Group

Information prior to 10/81 was recoded as follows:

OLD		NEW	
1.	Spanish descent	21.	Spanish descent (pre 10/81)
2.	American Indian	8.	N. American Indian
3.	Asian American	22.	Asian American (pre 10/81)
4.	Puerto Rican	2.	Puerto Rican
5.	Filipino	13.	Filipino
6.	Mexican American	1.	Mexican
7.	Eskimo	7.	Eskimo
8.	Aleut	6.	Aleut
9.	Cuban American	3.	Cuban
10.	Chinese	9.	Chinese
11.	Japanese	10.	Japanese
12.	Korean	11.	Korean
13.	Other	20.	Other/none
14.	None	20.	Other/none

2. REDCAT — Race Ethnic

Information prior to 10/81 was recoded as follows:

OLD		NEW	
0.		6.	Other/Unknown
1.	White/non-Spanish	1.	White
2.	White Spanish	3.	Hispanic
3.	Black	2.	Black
4.	Malayan	5.	Asian/Pacific Islander

Information was further recoded after 9/84:

OLD		NEW	
6.	Other/Unknown	0.	Unknown
		7.	Other

VARIABLE NAME	SOURCE NAME

3. **MARST(YY)** — **Marital Status**

Information prior to 07/01/85 was recoded as follows:

OLD	NEW
01 Single	04 Single (pre 07/01/85)
02 Married	02 Married

5. **RE** — **Reenlistment Eligibility**

Information prior to FY79 (10/01/78) was recoded as follows:

OLD	NEW
1. Eligible	5. Eligible (pre 10/78)
2. Ineligible	6. Ineligible (pre 10/78)

6. **ISC** — **Interservice Separation Code**

Information prior to 10/85 was recoded as follows:

OLD

016 Unqualified for active duty

NEW

018 Unqualified for active duty or failure to meet weight/body fat standards

Prior to 1980 an ISC = 0 was used to identify reenlistments and loss transactions due to desertions, imprisonments, and individuals dropped from the strength/rolls. After 1979 these separations were assigned ISC's of 100 and above. Using available documentation, information obtained from ARI and DMDC personnel on SPD's for these types of transactions, we were able to reassign most of the ISC's of zero to the values 100 and greater. See Appendix A for definitions.

APPENDIX D

Definitions and SAS Names of
EPRDB Data Elements

	DATA	SAS NAME
1.	Matchcode	MATCHCOD
2.	Home of Record #1	HOMZIP1
3.	Home of Record #2	HOMZIP2
4.	Home of Record #3 State - FIPS	HOMEREC
5.	Home of Record County - FIPS	HOMCNTY
6.	Date of Birth Year	DOBYY
7.	Date of Birth Month	DOBMM
8.	Date of Birth Day	DOBDD
9.	Sex	SEX
10.	Race	RACE
11.	Ethnic Group	ETHGP
12.	Race Ethnic	REDCAT
13.	Marital Status at Entry	ENTRYMS
14.	Highest Year of Education at Entry	ENTRYED
15.	Prior Service	PRIRSRC
16.	Date of Entry into DEP (Year)	DEPYY
17.	Date of Entry into DEP (Month)	DEPMM
18.	Months in DEP	MONSDEP
19.	Date of Entry (Year)	DOEYY
20.	Date of Entry (Month)	DOEMM

DATA	SAS NAME
21. Date of Entry (Day)	DOEDD
22. Term of Enlistment	TERMENL
23. Entry Pay Grade	ENTRYPG
24. Program Enlisted for #1	PGMNLF1
25. Program Enlisted for #2	PGMNLF2
26. Program Enlisted for #3	PGMNLF3
27. Program Enlisted for #4	PGMNLF4
28. Program Enlisted for #5	PGMNLF5
29. AFEES/EPS	AFESMEP
30. Bonus Option	ENLBON
31. Enlistment Option	ENLOP
32. Training MOS	TMOS
33. Skill Identifier #1	TSKID1
34. Skill Identifier #2	TSKID2
35. PUL	PULHES1
36. HES	PULHES2
37. Waiver Code	WAIVER
38. Test Form	TFORM
39. AFQT Percentile	AFQT
40. AFQT Groups	AFQTGPS
41. AFQT % Original	AFQTORG
42. AFQT Group Original	AFQTGRP
43-59. Aptitude Areas 1-16	APTAR1-APTAR16
60. Home of Record	HOMEREC2
61. Entry Marital Status	ENTRYMS2

	DATA	SAS NAME
62.	Entry Education	ENTRYED2
63.	Date of Entry (Year)	DOEYY2
64.	Date of Entry (Month)	DOEMM2
65.	Date of Entry (Day)	DOEDD2
66.	Term of Enlistment	TERMENL2
67.	Entry Pay Grade	ENTRYPG2
68-72.	Program Enlisted for #1-5	PGMNLF21-PGMNLF25
73.	Enlistment Bonus	ENLBON2
74.	Enlistment Opton	ENLOP2
75.	Training MOS	TMOS2
76.	Waiver Code	WAIVER2
77.	AFQT Percentile	AFQT2
78.	Combat Arms	CO
79.	Field Artillery	FA
80.	Mechanical Maintenance	MM
81.	General Maintenance	GM
82.	Clerical	CL
83.	General Technical	GT
84.	Electronics Repair	EL
85.	Surveillance	SC
86.	Skilled Technical	ST
87.	Operators & Food Handlers	OF
	ITEMS #88-122 ARE REPEATED FOR YEARS 1974-1979	
88.	DoD Primary Occupation Code	DPOC(YY)

	DATA	SAS NAME
89.	DoD Duty Occupation Code	DDOC(YY)
90.	Highest Year of Education	HYEC(YY)
91.	Pay Grade	PYGRD(YY)
92.	Marital Status	MARST(YY)
93.	Number of Dependents	NOD(YY)
94.	Primary MOS	PMOS(YY)
95.	Skill Identifier #1	PSKID1(YY)
96.	Skill Identifier #2	PSKID2(YY)
97.	Duty MOS	DMOS(YY)
98.	Skill Identifier #1	DSKID1(YY)
99.	Skill Identifier #2	DSKID2(YY)
100.	Career Management Field	CMF(YY)
101.	Additional Skill Identifier (Only for 1984+)	ASI(YY)
102.	Base Active Service Date (Year)	BSDYY(YY)
103.	Base Active Service Date (Month)	BSDMM(YY)
104.	Base Active Service Date (Day)	BSDDD(YY)
105.	ETS Date (Year)	ETYY(YY)
106.	ETS Date (Month)	ETMM(YY)
107.	Date of Rank (Year)	RKPGYY(YY)
108.	Date of Rank (Month)	RKPGMM(YY)
109.	Date of Latest Reenlistment (Year)	DOLEYY(YY)
110.	Date of Latest Reenlistment (Month)	DOLEMM(YY)

111.	DATA Component	SAS NAME COMPT(YY)
112.	SRB Multiplier	SRB(YY)
113.	Pay Entry Base Date (Year)	BPDYY(YY)
114.	Pay Entry Base Date (Month)	BPDMM(YY)
115.	Pay Entry Base Date (Day)	BPDDD(YY)
116.	Unit Identification Code	UNTID(YY)
117.	Unit Zip Code	UNTZIP(YY)
118.	Army Status Code (Only for 1984+)	ASC(YY)
119.	Character of Service	ENSLRV(YY)
120.	Reenlistment	RE(YY)
121.	Interservice Separation Code	ISC(YY)
122.	Date of Separation (Year)	SPDTYY(YY)
123.	Date of Separation (Month)	SPDTMM(YY)
124.	Date of Separation (Day)	SPDTDD(YY)
125.	Separation Program Designator	SPD(YY)
	ITEMS #126-129 ARE REPEATED FOR YEARS 1980+	
126.	MOS of SQT Test	SQTMOS(YY)
127.	Skill Level of SQT Test	SLEVEL(YY)
128.	SQT Test Version	VERS(YY)
129.	SQT Score	SQTSCR(YY)
	ITEMS #130-155 ARE REPEATED FOR YEARS 1984+	
130.	General Technical Score	GTSCR(YY)

	DATA	SAS NAME
131.	Date Last Vocational Test (Year)	ASVYY(YY)
132.	Date Last Vocational Test (Month)	ASVMM(YY)
133.	Noncommissioned Officer Education Program	NCOES(YY)
134.	Exceptional Family Member Program	EFMP(YY)
135.	Date Eligible to Return from Overseas (Year)	DERSYY(YY)
136.	Date Eligible to Return from Overseas (Month)	DERSMM(YY)
137.	Date Eligible to Return from Overseas (Day)	DERSDD(YY)
138.	Date of Last Permanent Change of Station (Year)	DLPYY(YY)
139.	Date of Last Permanent Change of Station (Month)	DLPMM(YY)
140.	Date of Last Permanent Change of Station (Day)	DLPDD(YY)
141.	Date Last Departed Overseas Year	DROSYY(YY)
142.	Date Last Departed Overseas (Month)	DROSMM(YY)
143.	Citizenship Status	CITIZ(YY)
144.	Language Identity	CLANG(YY)
145.	Enlistment Option Code	ENLOP(YY)
146.	Term of Service	TERMS(YY)
147.	Number of Times Reenlisted	PSVCI(YY)
148.	Eligibility for Additional Pay	ADPAY(YY)

	DATA	SAS NAME
149.	Proficiency Pay Status	PROPAS(YY)
150.	Current Promotion Points	PROPT(YY)
151.	Current Promotion Points Date (Year)	PROPYY(YY)
152.	Current Promotion Points Date (Month)	PROPMM(YY)
153.	Previous Promotion Points	PRVPT(YY)
154.	Previous Promotion Points Date (Year)	PRPTYY(YY)
155.	Previous Promotion Points Date (Month)	PRPTMM(YY)
156.	Master Flag	MFLAG(YY)
157.	Loss Flag	LFLAG(YY)
158.	Second Accession Flag	AFLAG

APPENDIX E

Record Layout for Flat Files of EPRDB
25 and 100 Percent Samples

VARIABLE	TYPE		POSITION
MATCHCOD	PIC	'(9)9'	1-9
HOMZIP1	PIC	'999'	10-12
HOMZIP2	PIC	'99'	13-14
HOMEREC	PIC	'99'	15-16
HOMCNTY	PIC	'999'	17-19
DOBYY	PIC	'99'	20-21
DOBMM	PIC	'99'	22-23
DOBDD	PIC	'99'	24-25
SEX	PIC	'9'	26
RACE	PIC	'9'	27
ETHGP	PIC	'99'	28-29
REDCAT	PIC	'9'	30
ENTRYMS	PIC	'99'	31-32
ENTRYED	PIC	'99'	33-34
PRIRSRC	PIC	'99'	35-36
DEPYY	PIC	'99'	37-38
DEPMM	PIC	'99'	39-40
MONSDEP	PIC	'99'	41-42
DOEYY	PIC	'99'	43-44
DOEMM	PIC	'99'	45-46
DOEDD	PIC	'99'	47-48
TERMENL	PIC	'99'	49-50
ENTRYPG	PIC	'99'	51-52
PGMNLF1	CHAR	(1)	53
PGMNLF2	CHAR	(1)	54
PGMNLF3	CHAR	(1)	55
PGMNLF4	CHAR	(1)	56
PGMNLF5	CHAR	(1)	57
AFESMEP	PIC	'99'	58-59
ENLBON	PIC	'9'	60
ENLOP	PIC	'99'	61-62
TMOS	CHAR	(3)	63-65
TSKID1	CHAR	(1)	66
TSKID2	CHAR	(1)	67
PULHES1	PIC	'99'	68-69
PULHES2	PIC	'99'	70-71
WAIVER	PIC	'99'	72-73
TFORM	PIC	'99'	74-75
AFQT	PIC	'99'	76-77
AFQTGPS	PIC	'9'	78
AFQTORG	PIC	'99'	79-80
AFQTGRP	PIC	'9'	81
APTAR1	PIC	'999'	82-84
APTAR2	PIC	'999'	85-87
APTAR3	PIC	'999'	88-90

VARIABLE	TYPE		POSITION	
APTAR4	PIC	'999'	91-93	
APTAR5	PIC	'999'	94-96	
APTAR6	PIC	'999'	97-99	
APTAR7	PIC	'999'	100-102	
APTAR8	PIC	'999'	103-105	
APTAR9	PIC	'999'	106-108	
APTAR10	PIC	'999'	109-111	
APTAR11	PIC	'999'	112-114	
APTAR12	PIC	'999'	115-117	
APTAR13	PIC	'999'	118-120	
APTAR14	PIC	'999'	121-123	
APTAR15	PIC	'999'	124-126	
APTAR16	PIC	'999'	127-129	
HOMEREC2	PIC	'99'	130-131	
ENTRYMS2	PIC	'99'	132-133	
ENTRYED2	PIC	'99'	134-135	
DOEYY2	PIC	'99'	136-137	
DOEMM2	PIC	'99'	138-139	
DOEDD2	PIC	'99'	140-141	
TERMENL2	PIC	'99'	142-143	
ENTRYPG2	PIC	'99'	144-145	
PGMNLF21	CHAR	(1)	146	
PGMNLF22	CHAR	(1)	147	
PGMNLF23	CHAR	(1)	148	
PGMNLF24	CHAR	(1)	149	
PGMNLF25	CHAR	(1)	150	
ENLBON2	PIC	'9'	151	
ENLOP2	PIC	'99'	152-153	
TMOS2	CHAR	(3)	154-156	
WAIVER2	PIC	'99'	157-158	
AFQT2	PIC	'99'	159-160	
CO	PIC	'999'	161-163	
FA	PIC	'999'	164-166	
MM	PIC	'999'	167-169	
GM	PIC	'999'	170-172	
CL	PIC	'999'	173-175	
GT	PIC	'999'	176-178	
EL	PIC	'999'	179-181	
SC	PIC	'999'	182-184	
ST	PIC	'999'	185-187	
OF	PIC	'999'	188-190	
DPOC74	PIC	'999'	* **191**-193	Beginning here
DDOC74	PIC	'999'	194-196	the record is
HYEC74	PIC	'99'	197-198	blank in the
PYGRD74	PIC	'99'	199-200	100% data base
MARST74	PIC	'9'	201	until position
NOD74	PIC	'9'	202	1143 (1985 data)
PMOS74	CHAR	(3)	203-205	
PSKID174	CHAR	(1)	206	
PSKID274	CHAR	(1)	207	

VARIABLE	TYPE	POSITION
DMOS74	CHAR (3)	208-210
DSKID174	CHAR (1)	211
DSKID274	PIC '9'	212
CMF74	PIC '99'	213-214
BSDYY74	PIC '99'	215-216
BSDMM74	PIC '99'	217-218
BSDDD74	PIC '99'	219-220
ETYY74	PIC '99'	221-222
ETMM74	PIC '99'	223-224
RKPGYY74	PIC '99'	225-226
RKPGMM74	PIC '99'	227-228
DOLEYY74	PIC '99'	229-230
DOLEMM74	PIC '99'	231-232
COMPT74	PIC '9'	233
SRB74	CHAR (3)	234-236
BPDYY74	PIC '99'	237-238
BPDMM74	PIC '99'	239-240
BPDDD74	PIC '99'	241-242
UNTID74	CHAR (6)	243-248
UNTZIP74	CHAR (5)	249-253
ENSLRV74	PIC '9'	254
RE74	CHAR (2)	255-256
ISC74	PIC '999'	257-259
SPDTYY74	PIC '99'	260-261
SPDTMM74	PIC '99'	262-263
SPDTDD74	PIC '99'	264-265
SPD74	CHAR (3)	266-268
DPOC75	PIC '999'	269-271
DDOC75	PIC '999'	272-274
HYEC75	PIC '99'	275-276
PYGRD75	PIC '99'	277-278
MARST75	PIC '9'	279
NOD75	PIC '9'	280
PMOS75	CHAR (3)	281-283
PSKID175	CHAR (1)	284
PSKID275	CHAR (1)	285
DMOS75	CHAR (3)	286-288
DSKID175	CHAR (1)	289
DSKID275	PIC '9'	290
CMF75	PIC '99'	291-292
BSDYY75	PIC '99'	293-294
BSDMM75	PIC '99'	295-296
BSDDD75	PIC '99'	297-298
ETYY75	PIC '99'	299-300
ETMM75	PIC '99'	301-302
RKPGYY75	PIC '99'	303-304
RKPGMM75	PIC '99'	305-306
DOLEYY75	PIC '99'	307-308
DOLEMM75	PIC '99'	309-310
COMPT75	PIC '9'	311

VARIABLE	TYPE	POSITION
SRB75	CHAR (3)	312-314
BPDYY75	PIC '99'	315-316
BPDMM75	PIC '99'	317-318
BPDDD75	PIC '99'	319-320
UNTID75	CHAR (6)	321-326
UNTZIP75	CHAR (5)	327-331
ENSLRV75	PIC '9'	332
RE75	CHAR (2)	333-334
ISC75	PIC '999'	335-337
SPDTYY75	PIC '99'	338-339
SPDTMM75	PIC '99'	340-341
SPDTDD75	PIC '99'	342-343
SPD75	CHAR (3)	344-346
DPOC76	PIC '999'	347-349
DDOC76	PIC '999'	350-352
HYEC76	PIC '99'	353-354
PYGRD76	PIC '99'	355-356
MARST76	PIC '9'	357
NOD76	PIC '9'	358
PMOS76	CHAR (3)	359-361
PSKID176	CHAR (1)	362
PSKID276	CHAR (1)	363
DMOS76	CHAR (3)	364-366
DSKID176	CHAR (1)	367
DSKID276	PIC '9'	368
CMF76	PIC '99'	369-370
BSDYY76	PIC '99'	371-372
BSDMM76	PIC '99'	373-374
BSDDD76	PIC '99'	375-376
ETYY76	PIC '99'	377-378
ETMM76	PIC '99'	379-380
RKPGYY76	PIC '99'	381-382
RKPGMM76	PIC '99'	383-384
DOLEYY76	PIC '99'	385-386
DOLEMM76	PIC '99'	387-388
COMPT76	PIC '9'	389
SRB76	CHAR (3)	390-392
BPDYY76	PIC '99'	393-394
BPDMM76	PIC '99'	395-396
BPDDD76	PIC '99'	397-398
UNTID76	CHAR (6)	399-404
UNTZIP76	CHAR (5)	405-409
ENSLRV76	PIC '9'	410
RE76	CHAR (2)	411-412
ISC76	PIC '999'	413-415
SPDTYY76	PIC '99'	416-417
SPDTMM76	PIC '99'	418-419
SPDTDD76	PIC '99'	420-421
SPD76	CHAR (3)	422-424
DPOC77	PIC '999'	425-427

VARIABLE	TYPE	POSITION
DDOC77	PIC '999'	428-430
HYEC77	PIC '99'	431-432
PYGRD77	PIC '99'	433-434
MARST77	PIC '9'	435
NOD77	PIC '9'	436
PMOS77	CHAR (3)	437-439
PSKID177	CHAR (1)	440
PSKID277	CHAR (1)	441
DMOS77	CHAR (3)	442-444
DSKID177	CHAR (1)	445
DSKID277	PIC '9'	446
CMF77	PIC '99'	447-448
BSDYY77	PIC '99'	449-450
BSDMM77	PIC '99'	451-452
BSDDD77	PIC '99'	453-454
ETYY77	PIC '99'	455-456
ETMM77	PIC '99'	457-458
RKPGYY77	PIC '99'	459-460
RKPGMM77	PIC '99'	461-462
DOLEYY77	PIC '99'	463-464
DOLEMM77	PIC '99'	465-466
COMPT77	PIC '9'	467
SRB77	CHAR (3)	468-470
BPDYY77	PIC '99'	471-472
BPDMM77	PIC '99'	473-474
BPDDD77	PIC '99'	475-476
UNTID77	CHAR (6)	477-482
UNTZIP77	CHAR (5)	483-487
ENSLRV77	PIC '9'	488
RE77	CHAR (2)	489-490
ISC77	PIC '999'	491-493
SPDTYY77	PIC '99'	494-495
SPDTMM77	PIC '99'	496-497
SPDTDD77	PIC '99'	498-499
SPD77	CHAR (3)	500-502
DPOC78	PIC '999'	503-505
DDOC78	PIC '999'	506-508
HYEC78	PIC '99'	509-510
PYGRD78	PIC '99'	511-512
MARST78	PIC '9'	513
NOD78	PIC '9'	514
PMOS78	CHAR (3)	515-517
PSKID178	CHAR (1)	518
PSKID278	CHAR (1)	519
DMOS78	CHAR (3)	520-522
DSKID178	CHAR (1)	523
DSKID278	PIC '9'	524
CMF78	PIC '99'	525-526
BSDYY78	PIC '99'	527-528
BSDMM78	PIC '99'	529-530

VARIABLE	TYPE	POSITION
BSDDD78	PIC '99'	531-532
ETYY78	PIC '99'	533-534
ETMM78	PIC '99'	535-536
RKPGYY78	PIC '99'	537-538
RKPGMM78	PIC '99'	539-540
DOLEYY78	PIC '99'	541-542
DOLEMM78	PIC '99'	543-544
COMPT78	PIC '9'	545
SRB78	CHAR (3)	546-548
BPDYY78	PIC '99'	549-550
BPDMM78	PIC '99'	551-552
BPDDD78	PIC '99'	553-554
UNTID78	CHAR (6)	555-560
UNTZIP78	CHAR (5)	561-565
ENSLRV78	PIC '9'	566
RE78	CHAR (2)	567-568
ISC78	PIC '999'	569-571
SPDTYY78	PIC '99'	572-573
SPDTMM78	PIC '99'	574-575
SPDTDD78	PIC '99'	576-577
SPD78	CHAR (3)	578-580
DPOC79	PIC '999'	581-583
DDOC79	PIC '999'	584-586
HYEC79	PIC '99'	587-588
PYGRD79	PIC '99'	589-590
MARST79	PIC '9'	591
NOD79	PIC '9'	592
PMOS79	CHAR (3)	593-595
PSKID179	CHAR (1)	596
PSKID279	CHAR (1)	597
DMOS79	CHAR (3)	598-600
DSKID179	CHAR (1)	601
DSKID279	PIC '9'	602
CMF79	PIC '99'	603-604
BSDYY79	PIC '99'	605-606
BSDMM79	PIC '99'	607-608
BSDDD79	PIC '99'	609-610
ETYY79	PIC '99'	611-612
ETMM79	PIC '99'	613-614
RKPGYY79	PIC '99'	615-616
RKPGMM79	PIC '99'	617-618
DOLEYY79	PIC '99'	619-620
DOLEMM79	PIC '99'	621-622
COMPT79	PIC '9'	623
SRB79	CHAR (3)	624-626
BPDYY79	PIC '99'	627-628
BPDMM79	PIC '99'	629-630
BPDDD79	PIC '99'	631-632
UNTID79	CHAR (6)	633-638
UNTZIP79	CHAR (5)	639-643

VARIABLE	TYPE	POSITION
ENSLRV79	PIC '9'	644
RE79	CHAR (2)	645-646
ISC79	PIC '999'	647-649
SPDTYY79	PIC '99'	650-651
SPDTMM79	PIC '99'	652-653
SPDTDD79	PIC '99'	654-655
SPD79	CHAR (3)	656-658
DPOC80	PIC '999'	659-661
DDOC80	PIC '999'	662-664
HYEC80	PIC '99'	665-666
PYGRD80	PIC '99'	667-668
MARST80	PIC '9'	669
NOD80	PIC '9'	670
PMOS80	CHAR (3)	671-673
PSKID180	CHAR (1)	674
PSKID280	CHAR (1)	675
DMOS80	CHAR (3)	676-678
DSKID180	CHAR (1)	679
DSKID280	PIC '9'	680
CMF80	PIC '99'	681-682
BSDYY80	PIC '99'	683-684
BSDMM80	PIC '99'	685-686
BSDDD80	PIC '99'	687-688
ETYY80	PIC '99'	689-690
ETMM80	PIC '99'	691-692
RKPGYY80	PIC '99'	693-694
RKPGMM80	PIC '99'	695-696
DOLEYY80	PIC '99'	697-698
DOLEMM80	PIC '99'	699-700
COMPT80	PIC '9'	701
SRB80	CHAR (3)	702-704
BPDYY80	PIC '99'	705-706
BPDMM80	PIC '99'	707-708
BPDDD80	PIC '99'	709-710
UNTID80	CHAR (6)	711-716
UNTZIP80	CHAR (5)	717-721
ENSLRV80	PIC '9'	722
RE80	CHAR (2)	723-724
ISC80	PIC '999'	725-727
SPDTYY80	PIC '99'	728-729
SPDTMM80	PIC '99'	730-731
SPDTDD80	PIC '99'	732-733
SPD80	CHAR (3)	734-736
SQTMOS80	CHAR (3)	737-739
SLEVEL80	PIC '9'	740
VERS80	PIC '9'	741
SQTSCR80	PIC '999'	742-744
DPOC81	PIC '999'	745-747
DDOC81	PIC '999'	748-750
HYEC81	PIC '99'	751-752

VARIABLE	TYPE	POSITION
PYGRD81	PIC '99'	753-754
MARST81	PIC '9'	755
NOD81	PIC '9'	756
PMOS81	CHAR (3)	757-759
PSKID181	CHAR (1)	760
PSKID281	CHAR (1)	761
DMOS81	CHAR (3)	762-764
DSKID181	CHAR (1)	765
DSKID281	PIC '9'	766
CMF81	PIC '99'	767-768
BSDYY81	PIC '99'	769-770
BSDMM81	PIC '99'	771-772
BSDDD81	PIC '99'	773-774
ETYY81	PIC '99'	775-776
ETMM81	PIC '99'	777-778
RKPGYY81	PIC '99'	779-780
RKPGMM81	PIC '99'	781-782
DOLEYY81	PIC '99'	783-784
DOLEMM81	PIC '99'	785-786
COMPT81	PIC '9'	787
SRB81	CHAR (3)	788-790
BPDYY81	PIC '99'	791-792
BPDMM81	PIC '99'	793-794
BPDDD81	PIC '99'	795-796
UNTID81	CHAR (6)	797-802
UNTZIP81	CHAR (5)	803-807
ENSLRV81	PIC '9'	808
RE81	CHAR (2)	809-810
ISC81	PIC '999'	811-813
SPDTYY81	PIC '99'	814-815
SPDTMM81	PIC '99'	816-817
SPDTDD81	PIC '99'	818-819
SPD81	CHAR (3)	820-822
SQTMOS81	CHAR (3)	823-825
SLEVEL81	PIC '9'	826
VERS81	PIC '9'	827
SQTSCR81	PIC '999'	828-830
DPOC82	PIC '999'	831-833
DDOC82	PIC '999'	834-836
HYEC82	PIC '99'	837-838
PYGRD82	PIC '99'	839-840
MARST82	PIC '9'	841
NOD82	PIC '9'	842
PMOS82	CHAR (3)	843-845
PSKID182	CHAR (1)	846
PSKID282	CHAR (1)	847
DMOS82	CHAR (3)	848-850
DSKID182	CHAR (1)	851
DSKID282	PIC '9'	852

VARIABLE	TYPE	POSITION
CMF82	PIC '99'	853-854
BSDYY82	PIC '99'	855-856
BSDMM82	PIC '99'	857-858
BSDDD82	PIC '99'	859-860
ETYY82	PIC '99'	861-862
ETMM82	PIC '99'	863-864
RKPGYY82	PIC '99'	865-866
RKPGMM82	PIC '99'	867-868
DOLEYY82	PIC '99'	869-870
DOLEMM82	PIC '99'	871-872
COMPT82	PIC '9'	873
SRB82	CHAR (3)	874-876
BPDYY82	PIC '99'	877-878
BPDMM82	PIC '99'	879-880
BPDDD82	PIC '99'	881-882
UNTID82	CHAR (6)	883-888
UNTZIP82	CHAR (5)	889-893
ENSLRV82	PIC '9'	894
RE82	CHAR (2)	895-896
ISC82	PIC '999'	897-899
SPDTYY82	PIC '99'	900-901
SPDTMM82	PIC '99'	902-903
SPDTDD82	PIC '99'	904-905
SPD82	CHAR (3)	906-908
SQTMOS82	CHAR (3)	909-911
SLEVEL82	PIC '9'	912
VERS82	PIC '9'	913
SQTSCR82	PIC '999'	914-916
DPOC83	PIC '999'	917-919
DDOC83	PIC '999'	920-922
HYEC83	PIC '99'	923-924
PYGRD83	PIC '99'	925-926
MARST83	PIC '9'	927
NOD83	PIC '9'	928
PMOS83	CHAR (3)	929-931
PSKID183	CHAR (1)	932
PSKID283	CHAR (1)	933
DMOS83	CHAR (3)	934-936
DSKID183	CHAR (1)	937
DSKID283	PIC '9'	938
CMF83	PIC '99'	939-940
BSDYY83	PIC '99'	941-942
BSDMM83	PIC '99'	943-944
BSDDD83	PIC '99'	945-946
ETYY83	PIC '99'	947-948
ETMM83	PIC '99'	949-950
RKPGYY83	PIC '99'	951-952
RKPGMM83	PIC '99'	953-954
DOLEYY83	PIC '99'	955-956
DOLEMM83	PIC '99'	957-958

VARIABLE	TYPE	POSITION
COMPT83	PIC '9'	959
SRB83	CHAR (3)	960-962
BPDYY83	PIC '99'	963-964
BPDMM83	PIC '99'	965-966
BPDDD83	PIC '99'	967-968
UNTID83	CHAR (6)	969-974
UNTZIP83	CHAR (5)	975-979
ENSLRV83	PIC '9'	980
RE83	CHAR (2)	981-982
ISC83	PIC '999'	983-985
SPDTYY83	PIC '99'	986-987
SPDTMM83	PIC '99'	988-989
SPDTDD83	PIC '99'	990-991
SPD83	CHAR (3)	992-994
SQTMOS83	CHAR (3)	995-997
SLEVEL83	PIC '9'	998
VERS83	PIC '9'	999
SQTSCR83	PIC '999'	1000-1002
DPOC84	PIC '999'	1003-1005
DDOC84	PIC '999'	1006-1008
HYEC84	PIC '99'	1009-1010
PYGRD84	PIC '99'	1011-1012
MARST84	PIC '9'	1013
NOD84	PIC '9'	1014
PMOS84	CHAR (3)	1015-1017
PSKID184	CHAR (1)	1018
PSKID284	CHAR (1)	1019
DMOS84	CHAR (3)	1020-1022
DSKID184	CHAR (1)	1023
DSKID284	PIC '9'	1024
CMF84	PIC '99'	1025-1026
ASI84	CHAR (2)	1027-1028
BSDYY84	PIC '99'	1029-1030
BSDMM84	PIC '99'	1031-1032
BSDDD84	PIC '99'	1033-1034
ETYY84	PIC '99'	1035-1036
ETMM84	PIC '99'	1037-1038
RKPGYY84	PIC '99'	1039-1040
RKPGMM84	PIC '99'	1041-1042
DOLEYY84	PIC '99'	1043-1044
DOLEMM84	PIC '99'	1045-1046
COMPT84	PIC '9'	1047
SRB84	CHAR (3)	1048-1050
BPDYY84	PIC '99'	1051-1052
BPDMM84	PIC '99'	1053-1054
BPDDD84	PIC '99'	1055-1056
UNTID84	CHAR (6)	1057-1062
UNTZIP84	CHAR (5)	1063-1067
ASC84	PIC '99'	1068-1069
ENSLRV84	PIC '9'	1070

	VARIABLE	TYPE	POSITION	
	RE84	CHAR (2)	1071-1072	
	ISC84	PIC '999'	1073-1075	
	SPDTYY84	PIC '99'	1076-1077	
	SPDTMM84	PIC '99'	1078-1079	
	SPDTDD84	PIC '99'	1080-1081	
	SPD84	CHAR (3)	1082-1084	
	SQTMOS84	CHAR (3)	1085-1087	
	SLEVEL84	PIC '9'	1088	
	VERS84	PIC '9'	1089	
	SQTSCR84	PIC '999'	1090-1092	
	GTSCR84	PIC '999'	1093-1095	
	ASVYY84	PIC '99'	1096-1097	
	ASVMM84	PIC '99'	1098-1099	
	NCOES84	CHAR (1)	1100	
	EFMP84	PIC '9'	1101	
	DERSYY84	PIC '99'	1102-1103	
	DERSMM84	PIC '99'	1104-1105	
	DERSDD84	PIC '99'	1106-1107	
	DLPYY84	PIC '99'	1108-1109	
	DLPMM84	PIC '99'	1110-1111	
	DLPDD84	PIC '99'	1112-1113	
	DROSYY84	PIC '99'	1114-1115	
	DROSMM84	PIC '99'	1116-1117	
	CITIZ84	CHAR (1)	1118	
	CLANG84	CHAR (2)	1119-1120	
	ENLOP84	CHAR (4)	1121-1124	
	TERMS84	CHAR (1)	1125	
	PSVCI84	PIC '9'	1126	
	ADPAY84	CHAR (1)	1127	
	PROPAS84	PIC '9'	1128	
	PROPT84	CHAR (3)	1129-1131	
	PROPYY84	PIC '99'	1132-1133	
	PROPMM84	PIC '99'	1134-1135	
	PRVPT84	CHAR (3)	1136-1138	
	PRPTYY84	PIC '99'	1139-1140	
	PRPTMM84	PIC '99'	1141-1142	
*	**DPOC85**	PIC '999'	**1143**-1145	* Begins arrays
	DDOC85	PIC '999'	1146-1148	of yearly data
	HYEC85	PIC '99'	1149-1150	on 100% EPRDB
	PYGRD85	PIC '99'	1151-1152	
	MARST85	PIC '9'	1153	
	NOD85	PIC '9'	1154	
	PMOS85	CHAR (3)	1155-1157	
	PSKID185	CHAR (1)	1158	
	PSKID285	CHAR (1)	1159	
	DMOS85	CHAR (3)	1160-1162	
	DSKID185	CHAR (1)	1163	
	DSKID285	PIC '9'	1164	
	CMF85	PIC '99'	1165-1166	
	ASI85	CHAR (2)	1167-1168	

VARIABLE	TYPE	POSITION
BSDYY85	PIC '99'	1169-1170
BSDMM85	PIC '99'	1171-1172
BSDDD85	PIC '99'	1173-1174
ETYY85	PIC '99'	1175-1176
ETMM85	PIC '99'	1177-1178
RKPGYY85	PIC '99'	1179-1180
RKPGMM85	PIC '99'	1181-1182
DOLEYY85	PIC '99'	1183-1184
DOLEMM85	PIC '99'	1185-1186
COMPT85	PIC '9'	1187
SRB85	CHAR (3)	1188-1190
BPDYY85	PIC '99'	1191-1192
BPDMM85	PIC '99'	1193-1194
BPDDD85	PIC '99'	1195-1196
UNTID85	CHAR (6)	1197-1202
UNTZIP85	CHAR (5)	1203-1207
ASC85	PIC '99'	1208-1209
ENSLRV85	PIC '9'	1210
RE85	CHAR (2)	1211-1212
ISC85	PIC '999'	1213-1215
SPDTYY85	PIC '99'	1216-1217
SPDTMM85	PIC '99'	1218-1219
SPDTDD85	PIC '99'	1220-1221
SPD85	CHAR (3)	1222-1224
SQTMOS85	CHAR (3)	1225-1227
SLEVEL85	PIC '9'	1228
VERS85	PIC '9'	1229
SQTSCR85	PIC '999'	1230-1232
GTSCR85	PIC '999'	1233-1235
ASVYY85	PIC '99'	1236-1237
ASVMM85	PIC '99'	1238-1239
NCOES85	CHAR (1)	1240
EFMP85	PIC '9'	1241
DERSYY85	PIC '99'	1242-1243
DERSMM85	PIC '99'	1244-1245
DERSDD85	PIC '99'	1246-1247
DLPYY85	PIC '99'	1248-1249
DLPMM85	PIC '99'	1250-1251
DLPDD85	PIC '99'	1252-1253
DROSYY85	PIC '99'	1254-1255
DROSMM85	PIC '99'	1256-1257
CITIZ85	CHAR (1)	1258
CLANG85	CHAR (2)	1259-1260
ENLOP85	CHAR (4)	1261-1264
TERMS85	CHAR (1)	1265
PSVCI85	PIC '9'	1266
ADPAY85	CHAR (1)	1267
PROPAS85	PIC '9'	1268
PROPT85	CHAR (3)	1269-1271
PROPYY85	PIC '99'	1272-1273

VARIABLE	TYPE	POSITION
PROPMM85	PIC '99'	1274-1275
PRVPT85	CHAR (3)	1276-1278
PRPTYY85	PIC '99'	1279-1280
PRPTMM85	PIC '99'	1281-1282
DPOC86	PIC '999'	1283-1285
DDOC86	PIC '999'	1286-1288
HYEC86	PIC '99'	1289-1290
PYGRD86	PIC '99'	1291-1292
MARST86	PIC '9'	1293
NOD86	PIC '9'	1294
PMOS86	CHAR (3)	1295-1297
PSKID186	CHAR (1)	1298
PSKID286	CHAR (1)	1299
DMOS86	CHAR (3)	1300-1302
DSKID186	CHAR (1)	1303
DSKID286	PIC '9'	1304
CMF86	PIC '99'	1305-1306
ASI86	CHAR (2)	1307-1308
BSDYY86	PIC '99'	1309-1310
BSDMM86	PIC '99'	1311-1312
BSDDD86	PIC '99'	1313-1314
ETYY86	PIC '99'	1315-1316
ETMM86	PIC '99'	1317-1318
RKPGYY86	PIC '99'	1319-1320
RKPGMM86	PIC '99'	1321-1322
DOLEYY86	PIC '99'	1323-1324
DOLEMM86	PIC '99'	1325-1326
COMPT86	PIC '9'	1327
SRB86	CHAR (3)	1328-1330
BPDYY86	PIC '99'	1331-1332
BPDMM86	PIC '99'	1333-1334
BPDDD86	PIC '99'	1335-1336
UNTID86	CHAR (6)	1337-1342
UNTZIP86	CHAR (5)	1343-1347
ASC86	PIC '99'	1348-1349
ENSLRV86	PIC '9'	1350
RE86	CHAR (2)	1351-1352
ISC86	PIC '999'	1353-1355
SPDTYY86	PIC '99'	1356-1357
SPDTMM86	PIC '99'	1358-1359
SPDTDD86	PIC '99'	1360-1361
SPD86	CHAR (3)	1362-1364
SQTMOS86	CHAR (3)	1365-1367
SLEVEL86	PIC '9'	1368
VERS86	PIC '9'	1369
SQTSCR86	PIC '999'	1370-1372
GTSCR86	PIC '999'	1373-1375
ASVYY86	PIC '99'	1376-1377
ASVMM86	PIC '99'	1378-1379
NCOES86	CHAR (1)	1380

VARIABLE	TYPE	POSITION
EFMP86	PIC '9'	1381
DERSYY86	PIC '99'	1382-1383
DERSMM86	PIC '99'	1384-1385
DERSDD86	PIC '99'	1386-1387
DLPYY86	PIC '99'	1388-1389
DLPMM86	PIC '99'	1390-1391
DLPDD86	PIC '99'	1392-1393
DROSYY86	PIC '99'	1394-1395
DROSMM86	PIC '99'	1396-1397
CITIZ86	CHAR (1)	1398
CLANG86	CHAR (2)	1399-1400
ENLOP86	CHAR (4)	1401-1404
TERMS86	CHAR (1)	1405
PSVCI86	PIC '9'	1406
ADPAY86	CHAR (1)	1407
PROPAS86	PIC '9'	1408
PROPT86	CHAR (3)	1409-1411
PROPYY86	PIC '99'	1412-1413
PROPMM86	PIC '99'	1414-1415
PRVPT86	CHAR (3)	1416-1418
PRPTYY86	PIC '99'	1419-1420
PRPTMM86	PIC '99'	1421-1422
DPOC87	PIC '999'	1423-1425
DDOC87	PIC '999'	1426-1428
HYEC87	PIC '99'	1429-1430
PYGRD87	PIC '99'	1431-1432
MARST87	PIC '9'	1433
NOD87	PIC '9'	1434
PMOS87	CHAR (3)	1435-1437
PSKID187	CHAR (1)	1438
PSKID287	CHAR (1)	1439
DMOS87	CHAR (3)	1440-1442
DSKID187	CHAR (1)	1443
DSKID287	PIC '9'	1444
CMF87	PIC '99'	1445-1446
ASI87	CHAR (2)	1447-1448
BSDYY87	PIC '99'	1449-1450
BSDMM87	PIC '99'	1451-1452
BSDDD87	PIC '99'	1453-1454
ETYY87	PIC '99'	1455-1456
ETMM87	PIC '99'	1457-1458
RKPGYY87	PIC '99'	1459-1460
RKPGMM87	PIC '99'	1461-1462
DOLEYY87	PIC '99'	1463-1464
DOLEMM87	PIC '99'	1465-1466
COMPT87	PIC '9'	1467
SRB87	CHAR (3)	1468-1470
BPDYY87	PIC '99'	1471-1472
BPDMM87	PIC '99'	1473-1474
BPDDD87	PIC '99'	1475-1476

VARIABLE	TYPE	POSITION
UNTID87	CHAR (6)	1477-1482
UNTZIP87	CHAR (5)	1483-1487
ASC87	PIC '99'	1488-1489
ENSLRV87	PIC '9'	1490
RE87	CHAR (2)	1491-1492
ISC87	PIC '999'	1493-1495
SPDTYY87	PIC '99'	1496-1497
SPDTMM87	PIC '99'	1498-1499
SPDTDD87	PIC '99'	1500-1501
SPD87	CHAR (3)	1502-1504
SQTMOS87	CHAR (3)	1505-1507
SLEVEL87	PIC '9'	1508
VERS87	PIC '9'	1509
SQTSCR87	PIC '999'	1510-1512
GTSCR87	PIC '999'	1513-1515
ASVYY87	PIC '99'	1516-1517
ASVMM87	PIC '99'	1518-1519
NCOES87	CHAR (1)	1520
EFMP87	PIC '9'	1521
DERSYY87	PIC '99'	1522-1523
DERSMM87	PIC '99'	1524-1525
DERSDD87	PIC '99'	1526-1527
DLPYY87	PIC '99'	1528-1529
DLPMM87	PIC '99'	1530-1531
DLPDD87	PIC '99'	1532-1533
DROSYY87	PIC '99'	1534-1535
DROSMM87	PIC '99'	1536-1537
CITIZ87	CHAR (1)	1538
CLANG87	CHAR (2)	1539-1540
ENLOP87	CHAR (4)	1541-1544
TERMS87	CHAR (1)	1545
PSVCI87	PIC '9'	1546
ADPAY87	CHAR (1)	1547
PROPAS87	PIC '9'	1548
PROPT87	CHAR (3)	1549-1551
PROPYY87	PIC '99'	1552-1553
PROPMM87	PIC '99'	1554-1555
PRVPT87	CHAR (3)	1556-1558
PRPTYY87	PIC '99'	1559-1560
PRPTMM87	PIC '99'	1561-1562
DPOC88	PIC '999'	1563-1565
DDOC88	PIC '999'	1566-1568
HYEC88	PIC '99'	1569-1570
PYGRD88	PIC '99'	1571-1572
MARST88	PIC '9'	1573
NOD88	PIC '9'	1574
PMOS88	CHAR (3)	1575-1577
PSKID188	CHAR (1)	1578
PSKID288	CHAR (1)	1579
DMOS88	CHAR (3)	1580-1582

VARIABLE	TYPE	POSITION
DSKID188	CHAR (1)	1583
DSKID288	PIC '9'	1584
CMF88	PIC '99'	1585-1586
ASI88	CHAR (2)	1587-1588
BSDYY88	PIC '99'	1589-1590
BSDMM88	PIC '99'	1591-1592
BSDDD88	PIC '99'	1593-1594
ETYY88	PIC '99'	1595-1596
ETMM88	PIC '99'	1597-1598
RKPGYY88	PIC '99'	1599-1600
RKPGMM88	PIC '99'	1601-1602
DOLEYY88	PIC '99'	1603-1604
DOLEMM88	PIC '99'	1605-1606
COMPT88	PIC '9'	1607
SRB88	CHAR (3)	1608-1610
BPDYY88	PIC '99'	1611-1612
BPDMM88	PIC '99'	1613-1614
BPDDD88	PIC '99'	1615-1616
UNTID88	CHAR (6)	1617-1622
UNTZIP88	CHAR (5)	1623-1627
ASC88	PIC '99'	1628-1629
ENSLRV88	PIC '9'	1630
RE88	CHAR (2)	1631-1632
ISC88	PIC '999'	1633-1635
SPDTYY88	PIC '99'	1636-1637
SPDTMM88	PIC '99'	1638-1639
SPDTDD88	PIC '99'	1640-1641
SPD88	CHAR (3)	1642-1644
SQTMOS88	CHAR (3)	1645-1647
SLEVEL88	PIC '9'	1648
VERS88	PIC '9'	1649
SQTSCR88	PIC '999'	1650-1652
GTSCR88	PIC '999'	1653-1655
ASVYY88	PIC '99'	1656-1657
ASVMM88	PIC '99'	1658-1659
NCOES88	CHAR (1)	1660
EFMP88	PIC '9'	1661
DERSYY88	PIC '99'	1662-1663
DERSMM88	PIC '99'	1664-1665
DERSDD88	PIC '99'	1666-1667
DLPYY88	PIC '99'	1668-1669
DLPMM88	PIC '99'	1670-1671
DLPDD88	PIC '99'	1672-1673
DROSYY88	PIC '99'	1674-1675
DROSMM88	PIC '99'	1676-1677
CITIZ88	CHAR (1)	1678
CLANG88	CHAR (2)	1679-1680
ENLOP88	CHAR (4)	1681-1684
TERMS88	CHAR (1)	1685
PSVCI88	PIC '9'	1686

VARIABLE	TYPE	POSITION
ADPAY88	CHAR (1)	1687
PROPAS88	PIC '9'	1688
PROPT88	CHAR (3)	1689-1691
PROPYY88	PIC '99'	1692-1693
PROPMM88	PIC '99'	1694-1695
PRVPT88	CHAR (3)	1696-1698
PRPTYY88	PIC '99'	1699-1700
PRPTMM88	PIC '99'	1701-1702
MFLAG74	PIC '9'	1703
MFLAG75	PIC '9'	1704
MFLAG76	PIC '9'	1705
MFLAG77	PIC '9'	1706
MFLAG78	PIC '9'	1707
MFLAG79	PIC '9'	1708
MFLAG80	PIC '9'	1709
MFLAG81	PIC '9'	1710
MFLAG82	PIC '9'	1711
MFLAG83	PIC '9'	1712
MFLAG84	PIC '9'	1713
MFLAG85	PIC '9'	1714
MFLAG86	PIC '9'	1715
MFLAG87	PIC '9'	1716
MFLAG88	PIC '9'	1717
LFLAG74	PIC '9'	1718
LFLAG75	PIC '9'	1719
LFLAG76	PIC '9'	1720
LFLAG77	PIC '9'	1721
LFLAG78	PIC '9'	1722
LFLAG79	PIC '9'	1723
LFLAG80	PIC '9'	1724
LFLAG81	PIC '9'	1725
LFLAG82	PIC '9'	1726
LFLAG83	PIC '9'	1727
LFLAG84	PIC '9'	1728
LFLAG85	PIC '9'	1729
LFLAG86	PIC '9'	1730
LFLAG87	PIC '9'	1731
LFLAG88	PIC '9'	1732
AFLAG	PIC '9'	1733

APPENDIX F

SAMPLE SAS PROGRAMS

```
//XPHFRQ25 JOB (WTFB,748,C,300),ANNE,REGION=2400K
/*UNNUMBERED
/*ROUTE XEQ MSS
/*ROUTE XEQ TAPE
/*MESSAGE 082556;082834;083765;084155
//*  SAS.SUBSET.SAMPLE   ON FILE22
//PROCLIB DD DSN=ZABCRUN.PROCLIB,DISP=SHR
//STEP1 EXEC SAS,OPTIONS='MISSING=' ''
//IN DD DSN=WTFBXPH.SAS.EPRDB25.ENCRYPT,DISP=OLD,UNIT=TAPE,
//  VOL=SER=(082556,082834,083765,084155)
//OUT DD DSN=WTFBXPH.SAS.EPRDB25.SAMPLE,DISP=(,CATLG),UNIT=MSS,
//  SPACE=(CYL,(10,10),RLSE)
//SYSIN DD *


 *  SAS PROGRAM WHICH READS IN 25 PERCENT EPRDB AND
    OUTPUTS A SUBSET OF RECORDS WITH THE DATE OF
    ENTRY IN FISCAL YEAR 1978.
;

DATA OUT.SAMPLE;
   SET IN.EPRDB25;

      IF DOEYY = '78' & DOEMM < '10' OR
       DOEYY = '77' & DOEMM > '09';
```

```
//XPHFRQQQ JOB (WTFB,748,B),ANNE,REGION=1600K
/*UNNUMBERED
/*ROUTE XEQ MSS
//*  SAS.FREQ.SAMPLE  ON FILE21
//PROCLIB DD DSN=ZABCRUN.PROCLIB,DISP=SHR
//STEP1 EXEC SAS,OPTIONS='MISSING=' ''
//IN DD DSN=WTFBXPH.SAS.EPRDB25.SAMPLE,DISP=SHR
//SYSIN DD *

*    SAS PROGRAM WHICH IS USED TO CROSS TABULATE COLLAPSED
     AFQT CATEGORIES WITH NUMBERS OF INDIVIDUALS PRESENT
     IN THE ARMY FOR ANY GIVEN YEAR AND WITH NUMBERS OF
     SEPARATIONS AND REENLISTMENTS.  THE VALUES OF THE
     AFQT CATEGORIES AND MASTER & LOSS FLAGS ARE FORMATTED
     USING PROC FORMAT.
;

 PROC FORMAT;

 VALUE $GPFMT
   '2' = 'IV'
   '3' = 'IV'
   '4' = 'IV'
   '5' = 'IIIB'
   '6' = 'I-IIIA'
   '7' = 'I-IIIA'
   '8' = 'I-IIIA';

 VALUE $ACTFMT
    '0' = 'NOT ON DUTY'
    '1' = 'ACTIVE DUTY';

 VALUE $LOSFMT
    '1' = 'NORMAL SEPARATION'
    '2' = 'REENLIST'
    '3' = 'EARLY ATTRITION';

*   DATA IS SUBSET FOR THE PRESENCE OF MASTER FILE DATA FOR
     THE YEAR BEING ANALYZED.

DATA LOOK;
   SET IN.SAMPLE;
     IF MFLAGQQ = '1';
```

```
* PERFORM CROSS TABULATIONS;

  PROC FREQ;
     TABLES (MFLAG74 MFLAG75 MFLAG76 MFLAG77 MFLAG78 MFLAG79 MFLAG80
             MFLAG81 MFLAG82 MFLAG83 MFLAG84 MFLAG85 MFLAG86 MFLAG87
             MFLAG88) * AFQTGPS;
     TABLES (LFLAG74 LFLAG75 LFLAG76 LFLAG77 LFLAG78 LFLAG79 LFLAG80
             LFLAG81 LFLAG82 LFLAG83 LFLAG84 LFLAG85 LFLAG86 LFLAG87
             LFLAG88) * AFQTGPS;

* ASSIGN FORMATTED VALUES TO OUTPUT;

     FORMAT AFQTGPS $GPFMT. MFLAG78-MFLAG88 $ACTFMT.
         LFLAG78-LFLAG88 $LOSFMT.;
```

```
//XPHTEST JOB (WTFB,748,C,1000),ANNE,REGION=1600K
/*UNNUMBERED
/*ROUTE XEQ TAPE
/*MESSAGE 082556;082834;083765;084155
//*  SAS.FREQ.MASTER  ON FILE22
//PROCLIB DD DSN=ZABCRUN.PROCLIB,DISP=SHR
//STEP1 EXEC SAS,OPTIONS='MISSING=' ''
//IN DD DSN=WTFBXPH.SAS.EPRDB25.ENCRYPT,DISP=OLD,UNIT=TAPE,
//  VOL=SER=(082556,082834,083765,084155)
//SYSIN DD *

*   SAS JOB WHICH PERFORMS FREQUENCIES ON EACH OF THE
    MASTER DATA FLAGS FOR ALL OF THE INDIVIDUALS IN THE
    25 PERCENT EPRDB.
;

PROC FREQ DATA=IN.EPRDB25;
TABLES MFLAG74-MFLAG88;
```